

Panaji, 23rd March, 2023 (Chaitra 2, 1945)

SERIES II No. 51

# OFFICIAL GAZETTE



# GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

*Note:- There is one Supplement and one Extraordinary issue to the Official Gazette, Series II No. 50 dated 16-03-2023 as follows:—*

- (1) Supplement dated 16-03-2023 from pages 3029 to 3030 regarding Notification from Department of Town and Country Planning.
- (2) Extraordinary dated 17-03-2023 from pages 3031 to 3032 regarding Notifications from Department of Finance.

## GOVERNMENT OF GOA

Department of Agriculture  
Directorate of Agriculture

### Order

No. 3/3/Hort/SSS-GSHCL/1/2022-23/D.Agri/766

Read: Order No. 2/12/98-D.Agri/Part II/48 dated 20-04-2022.

In pursuance of Article 76 (i) of Articles of Association of the Goa State Horticulture Corporation Ltd.; and further to above referred Order, Government of Goa is pleased to appoint the following as Members of Board of the Goa State Horticulture Corporation Ltd.; in addition to those appointed vide above referred Order dtd. 20-04-2022.

1. Shri Vishwas Chodankar, r/o — Member.  
Mayem, Bicholim-Goa
2. Shri Santosh Malik, r/o — Member.  
Cudnem, Bicholim-Goa
3. Shri Ramesh Ghadi, r/o — Member.  
Saligao, Bardez-Goa
4. Shri Rupak Desai, r/o Flat — Member.  
No. T-3, Bldg. No. 5-C,  
Kurtarkar Nagari, St. Cruz,  
Ponda-Goa

5. Shri Kishor K. Naik, r/o — Member.  
H. No. 155/26, Nr. Kamat  
Nursing Home, Durghabhat,  
Ponda-Goa
6. Shri Prasad Kundaikar, r/o — Member.  
Chodan, Mayem-Goa
7. Shri Divakar Anand Pagi, r/o — Member.  
H. No. 50, Palolem,  
Canacona-Goa

By order and in the name of the Governor of Goa.

Nevil Alphonso, Director & ex officio Jt. Secretary  
(Agriculture).

Tonca, Caranzalem, 15th March, 2023.



## Department of Co-operation

Office of the Registrar of Co-operative Societies

### Order

No. 19/01/2014/VUCCS/TS/RCS/part/Suppl./4814

- Read: 1) This Office Order No. 19/01/2014/VUCCS/TS/RCS/part/1894 dated 29-09-2021.
- 2) This Office Addendum No. 19/01/2014/VUCCS/TS/RCS/part/2466 dated 17-11-2021.
- 3) Letter No. VUCCS/Regis./letter/2022-23/184 dated 05-11-2022 from Vishwanath A. Chodankar, Authorised Recovery and Sales Officer of the Vasco Urban Co-op. Credit Society Ltd., Vasco-da-Gama.

Whereas, vide order referred at Sr. No. 1 above, Shri Vishwanath A. Chodankar, Branch Manager of Margao Branch, the Goa State Co-operative Bank Ltd., was empowered to recover certain sums by attachment and sale of property and execution of all recovery orders of decree holder viz. The Vasco Urban Co-operative Credit Society Ltd., 3, Commerce Centre, Vasco-da-Gama, Goa.

And whereas, the addendum to the aforesaid order was issued vide Sr. No. 2 referred above.

And whereas, aforesaid order at Sr. No. 1 was in force for one year from 29-09-2021 to 28-09-2022.

And whereas, vide letter read at Sr. No. 3 above, the Authorised Recovery and Sales Officer of the Vasco Urban Co-op. Credit Society Ltd., Vasco-da-Gama has informed that the period of the order read at Sr. No. 1 above is expired on 28-09-2022 and requested to extend the powers delegated to him vide said order for further period with retrospective effect from 29-09-2022.

Now therefore, I, the undersigned Registrar of Co-operative Societies, hereby extend the powers delegated to the Authorised Recovery and Sales Officer vide order referred at Sr. No. 1 above, with retrospective effect from 29-09-2022 to 28-09-2024.

The undersigned reserves right to withdraw the said order at any time without assigning any reason thereof.

Given under the seal of this office.

*Vishant S. N. Gaunekar*, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co.op.).

Panaji, 14th March, 2023.

#### Notification

No. 42/4/2022/GEN/TS/RCS/4895

- Read: 1. Notification No. 42/4/2008/TS/RCS/2200 dated 30-09-2020 published in Official Gazette, Series II No. 28 dated 08-10-2020.
2. Notification No. 42/4/2022/GEN/TS/RCS/2504 dated 18-10-2022 published in Official Gazette, Series II No. 30 dated 27-10-2022.
3. Order No. 42/4/2022/GEN/TS/RCS/3190 dated 30-11-2022 published in Official Gazette, Series II No. 30 dated 27-10-2022.
4. Order No. RCS/Office order/TS/2001-02/Vol.I/Suppl/3248 dated 02-12-2022.

In exercise of the powers conferred under Section 4 read with Section 123B of the Goa Co-operative Societies Act, 2001 (Goa Act No. 36 of 2001) (herein-

after referred to as "Act") and in furtherance of the delegation of powers made vide Notification dated 30-09-2020 read at No. 1 above subjected to conditions imposed on the exercise of delegated powers vide Nos. 2 to 4 above, and in public interest to further streamline the functioning of this office, the following arrangements are hereby made as under regarding the exercise of delegated powers of Registrar by the Deputy Registrar of Co-operative Societies (Tech.), Deputy Registrar of Co-operative Societies (Admn.) and the Assistant Registrars of Co-operative Registrars and the Co-operative Officers posted at Head Office and working in various sections at Head Office like Technical/Election/Audit/Inspection, etc. under the Head Office situated at Panaji for the purpose of discharging duties and functions under the Act and Rules.

1) The existing Sections at Head Office viz. Audit (ADT), Inspection (INSP), Technical Section-I (TS I), Technical Section-II (TS II) & Election Section (ELE) stands re-organized in such a manner that all the activities of the said sections are brought under a single section (Wing) under which all aspects of the monitoring/supervision over functioning of Societies starting from its registration till winding up affairs (if needed) in relation to all Societies registered under a particular Zone shall be dealt with/processed by a single Section/Wing at Head Office level consisting of a sectional head and a dealing hand.

2) Consequent to above re-arrangements, the Nomenclature of the existing sections at Head Office and the reference to sectional heads Assistant Registrar of Co-operative Societies (ARCS) and Co-operative Officers (C.O.) is hereby changed and re-aligned as under. All the work, duties and responsibilities/tasks at the level of Head Office assigned to the respective wings shall be as given in the Annexure appended to this Notification. All Sectional Heads/Wing Incharge shall work and discharge all the duties and attached responsibilities under the general guidance and supervision of the respective Deputy Registrar who is the District Level Incharge (D.L.I.), subject to the overall control and superintendence of the Registrar.

Sr. No.	Existing Nomenclature at H.O.	New Nomenclature at H.O.	Nomenclature of Section & Area at work allotted
1	2	3	4
1.	Assistant Registrar (Audit)	Assistant Registrar (Wing I)	Wing I All societies registered at Head Office; All proposals/correspondence of Central Zone, Panaji.

1	2	3	4
2.	Assistant Registrar (HQ)	Assistant Registrar (Wing II)	Wing II All proposals/correspondence of South Zone, Margao; All proposals/correspondence of Quepem Zone, Quepem.
3.	Assistant Registrar (Elections North)	Assistant Registrar (Wing III)	Wing III All proposals/correspondence of Ponda Zone, Ponda.
4.	Assistant Registrar (Elections South)	Assistant Registrar (Wing IV)	Wing IV All proposals/correspondence of North Zone, Mapusa.
5.	Assistant Registrar (Marketing)	Assistant Registrar (Wing V)	Wing V All proposals/correspondence of Bicholim Zone, Bicholim.
6.	Co-operative Officer/ /Special Auditor (Technical I)	C. O. I	All proposals/correspondence of South Zone, Margao and Quepem Zone, Quepem.
7.	Co-operative Officer/ /Special Auditor (Technical II)	C. O. II	All proposals/correspondence of Head Office. All proposals/correspondence of and Ponda Zone, Ponda.
8.	Co-operative Officer/ /Special Auditor (Audit)	C. O. III	All proposals/correspondence of North Zone, Mapusa.
9.	Co-operative Officer/ /Special Auditor (Inspection)	C. O. IV	All proposals/correspondence of Central Zone, Panaji.
10.	Co-operative Officer/Special Auditor, Election (North/South)	C. O. V	All proposals/correspondence of Bicholim Zone, Bicholim.

3) The Registrar may on administrative grounds and in exigencies of public work, re-allocate or reshuffle/modify the work allotted to any or all Wings at Head Office.

4) The files/proposals shall be moved by respective dealing hands through the respective Co-operative Officers assigned to each Wing and onwards to the Assistant Registrar and then through respective Deputy Registrar/District Level Incharge to the Registrar as per the delegation of powers.

5) The respective Sectional Incharge/Wing Incharge and the C.O. placed in the respective wing shall be responsible for preparing/compiling/collating all such consolidated reports on the statutory and such other administrative compliances/reports from the respective Zone allotted to concerned Wing. Apart from this, the work of compilation/consolidation at Head Office level as mentioned in detail in the Annexure appended hereto shall be the responsibility of each Wing at Head Office to which such work is allotted.

6) The timelines laid down under the Act/Rules/Notifications/Circulars/Orders, etc. shall be strictly followed and in cases where there is no statutory timeline, it shall be ensured that each correspondence shall be put up within 10 working days from the date of receipt of Tapaal/Daak/correspondence by concerned Wing from the Inward section.

7) The respective Co-operative Officers shall monitor the functioning of the dealing hands under their control by taking weekly review and ensure that all the Tapaal/correspondence is replied/disposed within 10 working days, unless a shorter period is prescribed under the Act/Rules or any other standing instructions and fix responsibility/liability to that effect on each individual official/dealing hand by issuing precise work orders with the approval of the Registrar.

8) The Establishment section shall maintain record of the inward and outward flow of all correspondence/files/registers/applications, etc. received in the Head Office and shall be responsible for distribution of the same among all the Wings.



The Assistant Registrar and Co-operative Officer of the respective wing shall also maintain up-to-date records of all correspondence and files in systematic manner with proper inventory of all records.

9) The numbering system of all files and maintaining of records in the Wing shall be suitably revised. While opening any new file, the file number to be allotted shall contain the following details viz. the subject head first, then year of opening file, the wing number, followed by district abbreviation and finally words RCS, separated using mark '/'. For example, "No. 15/2023-24/Wing-I/North/RCS/". The specific subject head for giving file number shall be defined in advance for handling different subjects. The new files shall be opened accordingly as per requirements and also by mentioning the details on the file register. As far as practicable one separate file for each society shall be opened/maintained to deal with all correspondence of one particular Society. The records of the society shall be maintained as per provisions of the Act and time to time weeding out procedure shall be followed to avoid unnecessary pilling of records. The details of indexing and file numbers shall be maintained by EST/ADMIN Section.

10) The Asstt. Registrar and Co-operative Officer of the respective wings shall ensure that all correspondence is delivered to respective dealing hands within shortest possible duration and in any case within 3 working days from the date of receipt at Inward Counter.

11) The Deputy Registrar (Tech.)/District Level Incharge (North) and Deputy Registrar (Admin.)/

/District Level Incharge (South) as the case may be shall assess the work allotment of respective wings under their control at the end of every financial year and may recommend any changes as per need.

12) The establishment Section, immediately after the issue of this notification shall put up a proposal for issue of a revised Order under Provisions of the Right to Information Act, 2005 (Central Act No. 22 of 2005) for designating the Assistant Registrar incharge of the respective Wing as the P. I. O. for their respective section/wing and the concerned Co-operative Officer as A.P.I.O. The respective Deputy Registrar/District Level Incharge shall be designated as the First Appellate Authority (F.A.A.) under the R.T.I. Act, 2005.

13) The concerned Assistant Registrar incharge of the respective wing shall be responsible for obtaining all the data/information/reports from the Zonal offices and its compilation at State level for submission to various authorities as may be needed from time to time.

14) All the Assistant Registrar and Co-operative Officers who are incharge of particular wing, shall in addition to the above work assignment, perform all additional responsibilities as per the Annexure appended hereto.

Given under the seal of this office.

**Vishant S. N. Gaunekar**, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co-operation).

Panaji, 20th March, 2023.

#### ANNEXURE

Sr. No.	Present Nomenclature of the Section at H.O.	New Nomenclature at H.O.	Area allotted for work	Statutory subjects allotted as per Goa Co-operative Societies Act, 2001 & The Goa Co-operative Societies Rules, 2003 and statutory reports	Other additional subjects allotted
1	2	3	4	5	6
1.	ARCS (Audit)	ARCS Wing (I)	All Societies registered at head office and Central Zone, Panaji	1. All Statutory duties and responsibilities under the Act/Rules (from Chapter I to Chapter XIV of the Act) 2. All statutory reports as required to be prepared in respect of Zones pertaining to the wing 3. Compilation of all State level reports after obtaining information	(i) R.B.I. in respect of Co-operative Banks and other related matter. (ii) All correspondence on State level Bankers/ /SHG Committees/ /Executive Committees/ /Consumer protection Council etc. (iii) All Officers meeting before Deputy Registrar, RCS, Secretary and Hon'ble Minister and

1	2	3	4	5	6
				from all wings in respect of Sections 4 to Section 34 of the Act	Hon'ble Chief Minister Office, etc. (iv) All work relating to amendment to G.C.S. Act and Rules. (v) Matter related to development of e-Co-operative management system. (vi) Monthly attendance of staff. (vii) Maintenance of inventory, dead stock, weeding of records, stationery, dead stock etc. (viii) All matter on LAQ, RSQ, LSQ Assurances & cut motion, zero-hour mention, calling attention, any other matter, etc. as and when allotted. (ix) All R.T.I. matters related to the WING and on other subject matter allotted. (x) Any other duties and responsibilities assigned by the superiors from time to time
2. ARCS (HQ)	ARCS Wing (II)	All societies registered at South Zone, Margao and Quepen Zone, Quepem	1. All statutory duties and responsibilities under the Act/Rules (from Chapter I to Chapter XIV of the Act) 2. All statutory reports as required to be prepared pertaining to the wing. 3. All State level reports after obtaining information from all wings pertaining from Section 35 to Section 57 of the Act.	(i) All court matters before various courts and report of cases thereof. (ii) Para wise comments and briefing of Advocates on all court matters. (iii) Multi State Co-operative Societies. (iv) Matter related to Central Registrar of Co-op. Societies. (v) Co-operative Award. (vi) Co-operative week. (vii) NABARD lead bank and other. (viii) DRDA South and North. Programme and submission of MPRS, QPRS thereof. (ix) Monthly attendance of staff.	

1	2	3	4	5	6
					<p>(x) All R.T.I. matters related to the WING and on other subject matter allotted.</p> <p>(xi) SLCC, REIC, etc., and all such other National/State level committees constituted by various authorities from time to time, meetings, proceedings and related correspondence and follow-up action.</p> <p>(xii) Matters related to public grievances and referred at grievance portal, PM portal on grievances.</p> <p>(xiii) Report on attendance of staff.</p> <p>(xiv) Maintenance of inventory, dead stock, weeding of records, stationery, dead stock etc.</p> <p>(xv) All matter on LAQ, RSQ, LSQ Assurances &amp; Cut motion, zero-hour mention, calling attention etc. as and when allotted.</p> <p>(xvi) Any other duties and responsibilities assigned by the superiors from time to time.</p>
3. ARCS (Election-North)	ARCS Wing (III)	All societies registered at Ponda Zone, Ponda	<p>1. All statutory duties and responsibilities under the Act/Rules (from Chapter I to Chapter XIV of the Act)</p> <p>2. All statutory reports as required to be prepared pertaining to the Wing</p> <p>3. All State level reports after obtaining information from all wings pertaining from Section 58 to Section 82 of the Act.</p>	<p>(i) All correspondence received from other Government and public undertaking Departments.</p> <p>(ii) Release of Advertisement and processing of its bills.</p> <p>(iii) All matters related to training to co-operative sectors by Vamnicom Pune and all other correspondence received from various training institutes in India.</p> <p>(iv) Matter on study tours of various training institute of India.</p>	

1	2	3	4	5	6
					<p>(v) All R.T.I. matters related to the WING and on other subject matter allotted.</p> <p>(vi) Maintenance of inventory, dead stock, weeding of records, stationery, dead stock etc.</p> <p>(vii) All matter on LAQ, RSQ, LSQ Assurances &amp; cut motion, zero hour mention, calling attention etc. as and when allotted.</p> <p>(viii) Monthly attendance of staff.</p> <p>(ix) Any other duties and responsibilities assigned by the superiors from time to time.</p>
4. ARCS (Election-South)	ARCS Wing (IV)	All societies registered at North Zone, Mapusa	<p>1. All statutory duties and responsibilities under the Act/Rules (from Chapter I to Chapter XIV of the Act)</p> <p>2. All statutory reports as required to be prepared pertaining to the Wing</p> <p>3. All State level reports after obtaining information from all wings pertaining from Section 83 to Section 100 of the Act</p>		<p>(i) OTS scheme for Bank and Societies.</p> <p>(ii) Deposit protection/ /Guarantee Scheme.</p> <p>(iii) Matter related on exemption of stamp duty.</p> <p>(iv) All matters on issuing of Circulars, Notifications, Guidelines under the provision of Act &amp; Rules.</p> <p>(v) Maintenance of various funds:</p> <p>a) Surplus Fund Account.</p> <p>b) Co-operative Development Fund Account.</p> <p>c) Election Fund Account.</p> <p>d) Account under Deposit Guarantee Scheme if any.</p> <p>(vii) Matters related to NCUI, IFFCO, NAFED, bankers institute of rural development, all Government of India undertakings, etc.</p> <p>(viii) Monthly attendance of Staff.</p> <p>(ix) All R.T. I. matters related to the WING and on other subject matter allotted.</p>

1	2	3	4	5	6
					(x) Maintenance of inventory, dead stock, weeding of records, stationery, dead stock etc.
					(xi) All matter on LAQ, RSQ, LSQ Assurances & cut motion, zero hour mention, calling attention etc. as and when allotted.
					(xii) Any other duties and responsibilities assigned by the superiors from time to time.
5.	ARCS (Marketing)	ARCS Wing (V)	All societies registered at Bicholim Zone, Bicholim	1. All statutory duties and responsibilities under the Act/Rules (from Chapter I to Chapter XIV of the Act) 2. All statutory reports as required to be prepared pertaining to the Wing 3. All State level reports after obtaining information from all wings pertaining from Section 101 to Section 129 of the Act	(i) All matters related to annual administrative report. (ii) All matter related to money lending/Flat ownership Act and any other Act and Rules and related Correspondence. (iii) All matters relating to TAFCUB, TAFCUS of all wings. (iv) All matters pertaining to observation of RAO, House Committee, Select Committee, Public Account Committee etc.  (v) Monthly, Quarterly Departmental reports submitted to Governor other departments, Report on developmental activities and all other state level reports to be submitted to the various authorities.  (vi) All R.T.I. matters related to the WING and on other subject matter allotted.  (vii) Maintenance of inventory, dead stock, weeding of records, stationery, dead stock etc.



1	2	3	4	5	6
					(viii) All matter on LAQ, RSQ, LSQ Assurances & cut motion, zero hour mention, calling attention etc. as and when allotted.
					(ix) Monthly attendance of staff.
					(x) Any other duties and responsibilities assigned by the superiors from time to time.

Office of the Asst. Registrar of Co-operative Societies

**Notification**

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Valpoi Multipurpose Co-operative Society Ltd., Near Hanuman High School, Velus, Thane Road, Valpoi, Sattari-Goa"-Goa is registered under code symbol No. RCSBZ2022-230008.

*Mahadev N. Kalangutkar*, Asstt. Registrar (Co-operative Societies), Bicholim Zone.

Sanquelim, 10th March, 2023.

**Certificate of Registration**

"Valpoi Multipurpose Co-operative Society Ltd., Near Hanuman High School, Velus, Thane Road, Valpoi, Sattari-Goa"-Goa has been registered on 10-03-2023 and it bears registration code symbol No. RCSBZ2022-230008 and its classified as "Resource Society" under sub-classification "No. 10-(c)-Service Resource Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Mahadev N. Kalangutkar*, Asstt. Registrar (Co-operative Societies), Bicholim Zone.

Sanquelim, 10th March, 2023.

Department of Education, Art & Culture  
Directorate of Higher Education

**Order**

No. ACADIII/GC/FILLING OF POST/50/2021/  
/37891

Read: Memorandum No. ACADIII/GC/FILLING OF POST/50/2021/30018 dated 13-12-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/1/5/78(3)/2020/307 dated 21-10-2022, Government is pleased to appoint Ms. Jofa Anton Gonsalves to the post of Assistant Professor in Konkani in Government College of Arts, Science and Commerce, Quepem-Goa under Directorate of Higher Education on temporary basis in the UGC Pay Scale Matrix Level 10 with immediate effect, and as per the terms and conditions contained in the Memorandum cited above. She shall be on probation for a period of two years.

Ms. Jofa Anton Gonsalves has been declared medically fit by the Medical Board.

The appointment of Ms. Jofa Anton Gonsalves is made subject to the verification of character and antecedents. In the event of any adverse remarks noticed by the Government on verification of character and antecedents, her services shall be terminated.

She shall draw her salary against the newly created post vide Order No. 1/5/2017-DHE/1024 dated 07-06-2018.

By order and in the name of the Governor of Goa.

*Avelina D'sa E Pereira*, Under Secretary (Higher Education).

Porvorim, 14th March, 2023.

**Order**

No. ACADIII/GC/FILLING OF POST/50/2021/  
/37892

Read: Memorandum No. ACADIII/GC/FILLING OF POST/50/2021/30020 dated 13-12-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/

/I/5/78(1)/2020/(Part File I)/306 dated 21-10-2022, Government is pleased to appoint Mrs. Sneha Shyam Naik to the post of Assistant Professor in English (OBC) in the Government College of Arts, Science and Commerce, Quepem-Goa under Directorate of Higher Education on temporary basis in the UGC Pay Scale Matrix Level 10 with immediate effect, and as per the terms and conditions contained in the Memorandum cited above. She shall be on probation for a period of two years.

Mrs. Sneha Shyam Naik has been declared medically fit by the Medical Board. The character and antecedents have been verified by the Addl. Collector & ADM, South Goa, Margao and nothing adverse has been reported against her.

She shall draw her salary against the newly created post vide Order No. 1/5/2017-DHE/1024 dated 07-06-2018.

By order and in the name of the Governor of Goa.

*Avelina D'sa E Pereira*, Under Secretary (Higher Education).

Porvorim, 14th March, 2023.

#### Order

No. ACADIII/GC/FILLING OF POST/50/2021/  
/37893

Read: Memorandum No. ACADIII/GC/FILLING OF POST/50/2021/30019 dated 13-12-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/78(5)/2018/305 dated 21-10-2022, Government is pleased to appoint Mr. Adrel Gomes to the post of Assistant Professor in Geography in Sant Sohrobanath Ambhiye Government College of Arts & Commerce, Pernem-Goa under Directorate of Higher Education on temporary basis in the UGC Pay Scale Matrix Level 10 with immediate effect, and as per the terms and conditions contained in the Memorandum cited above. He shall be on probation for a period of two years.

Mr. Adrel Gomes has been declared medically fit by the Medical Board.

The appointment of Mr. Adrel Gomes is made subject to the verification of character and antecedents. In the event of any adverse remarks noticed by the Government on verification of character and antecedents, his services shall be terminated.

He shall draw his salary against the newly created post vide Order No. 1/5/2017-DHE/1024 dated 07-06-2018.

By order and in the name of the Governor of Goa.

*Avelina D'sa E Pereira*, Under Secretary (Higher Education).

Porvorim, 14th March, 2023.

#### Order

No. ACADIII/GC/FILLING OF POST/50/2021/  
/37894

Read: Memorandum No. ACADIII/GC/FILLING OF POST/50/2021/30019 dated 13-12-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/78(5)/2018/305 dated 21-10-2022, Government is pleased to appoint Mr. Vishal Raghoba Gaonkar to the post of Assistant Professor in Geography (ST) in the Government College of Arts, Science and Commerce, Sanquelim-Goa under Directorate of Higher Education on temporary basis in the UGC Pay Scale Matrix Level 10 with immediate effect, and as per the terms and conditions contained in the Memorandum cited above. He shall be on probation for a period of two years.

Mr. Vishal Raghoba Gaonkar has been declared medically fit by the Medical Board. The character and antecedents have been verified by the Addl. Collector & ADM, South Goa, Margao and nothing adverse has been reported against him.

He shall draw his salary against the newly created post vide Order No. 1/5/2017-DHE/1024 dated 07-06-2018.

By order and in the name of the Governor of Goa.

*Avelina D'sa E Pereira*, Under Secretary (Higher Education).

Porvorim, 14th March, 2023.

#### Order

No. ACADIII/GC/FILLING OF POST/50/2021/  
/37970

Read: Memorandum No. ACADIII/GC/FILLING OF POST/50/2021/30019 dated 13-12-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/78(5)/2018/305 dated 21-10-2022,

Government is pleased to appoint Ms. Shradha Gurudas Pagui to the post of Assistant Professor in Geography (OBC) in the Government College of Arts, Science and Commerce, Quepem-Goa under Directorate of Higher Education on temporary basis in the UGC Pay Scale Matrix Level 10 with immediate effect, and as per the terms and conditions contained in the Memorandum cited above. She shall be on probation for a period of two years.

Ms. Shradha Gurudas Pagui has been declared medically fit by the Medical Board. The character and antecedents have been verified by the Addl. Collector & ADM, South Goa, Margao and nothing adverse has been reported against her.

She shall draw her salary against the newly created post vide Order No. 1/5/2017 DHE/1024 dated 07-06-2018.

By order and in the name of the Governor of Goa.

*Avelina D'sa E Pereira*, Under Secretary (Higher Education).

Porvorim, 16th March, 2023.

#### Order

No. ACADIII/GC/FILLING OF POST/50/2021/  
/37975

Read: Memorandum No. ACADIII/GC/FILLING OF POST/50/2021/30021 dated 13-12-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/78(22)/2020/304 dated 21-10-2022, Government is pleased to appoint Mr. Myron Pereira to the post of Assistant Professor in Commerce (ST) in the Sant Shirobanath Ambiyé Government College of Arts & Commerce, Pernem-Goa under Directorate of Higher Education on temporary basis in the UGC Pay Scale Matrix Level 10 with immediate effect, and as per the terms and conditions contained in the Memorandum cited above. He shall be on probation for a period of two years.

Mr. Myron Pereira has been declared medically fit by the Medical Board. The character and antecedents have been verified by the Addl. Collector & ADM, South Goa, Margao and nothing adverse has been reported against him.

He shall draw his salary against the newly created post vide Order No. 1/5/2017-DHE/1024 dated 07-06-2018.

By order and in the name of the Governor of Goa.

*Avelina D'sa E Pereira*, Under Secretary (Higher Education).

Porvorim, 16th March, 2023.



#### Department of Environment & Climate Change

#### Order

No. 8-15-2019/ENV/NGT/Part/1687

In pursuance of order dated 21-10-2022 passed by the Hon'ble National Green Tribunal (NGT), in M.A. No. 74/2022, Original Application No. 976/2019, Gurinder Singh & Ors. V/s Union of India & Ors., Government of Goa hereby constitute the three members High Powered Committee for utilization of Environment compensation funds.

The committee shall comprise of the following members:

- |  |             |
|--|-------------|
| 1. Chief Secretary,<br>Government of Goa                             | — Chairman. |
| 2. Secretary (Environment<br>& Climate Change),<br>Government of Goa | — Member.   |
| 3. Secretary (Revenue),<br>Government of Goa                         | — Member.   |

The Hon'ble NGT has directed to create a separate account and may be opened under the office of the Chief Secretary.

The Goa Coastal Zone Management Authority (GCZMA) will open a separate account in terms of the direction of Hon'ble National Green Tribunal and all transaction will be with approval of the above committee.

The Goa Coastal Zone Management Authority, Goa State Pollution Control Board and Goa State Environment Impact Assessment Authority may be directed to deposit the Environment Compensation/ Polluter Pay Principle fines collected by them in the account created by the Goa Coastal Zone Management Authority.

Department of Environment & Climate Change in consultation with the concerned Boards and Authorities under its Administrative Control may prepare a State Specific Action Plan for utilization

of the Environmental Compensation funds with approval of the High Powered Committee.

By order and in the name of the Governor of Goa.

Dr. Geeta S. Nagvenkar, Director (Environment & Climate Change).

Panaji, 15th March, 2023.

### Order

No. GSWA/2019-20/RTI/018/1700

In pursuance of Clause 5 of the Right to Information Act, 2005 (hereinafter referred to as "the said Act"), the following officers are hereby appointed as Public Information Officer and Assistant Public Information Officer in the Goa State Wetland Authority (GSWA), to deal with the applications received from the public under the said Act.

Public Information Officer	Ms. Urvee T. Kanekar, Legal Assistant, GSWA.
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Assistant Public Information Officer	Ms. Shruti Salgaonkar, Project Assistant, GSWA.
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The Public Information Officer shall be responsible for preparation and publication of information manual and its updating from time to time as per the said Act.

The Assistant Public Information Officer shall ensure that the applications received under the said Act are scrutinized and submitted to the Public Information Officer for decision so as to furnish the relevant information to the applicant as per the said Act, on issues pertaining to the Goa State Wetland Authority (GSWA).

The Member Secretary, Goa State Wetland Authority (GSWA), will be the First Appellate Authority under this Act against the decision of the Public Information Officer/Assistant Public Information Officer as far as the Goa State Wetland Authority (GSWA), is concerned.

This order is issued in accordance to the correspondence/decision of the Goa State Wetland Authority (GSWA).

By order and in the name of the Governor of Goa.

Dr. Geeta S. Nagvenkar, Director (Env. & CC).

Panaji, 16th March, 2023.

## Department of Finance

Revenue & Control Division

### Order

No. 6/1/2022-Fin(R&C)/Part File/3282

On the recommendation of the Goa Public Service Commission as conveyed vide its letter No. COM/II/12/43(1)2013/501 dated 02nd March, 2023, the Government of Goa is pleased to declare the following Officers to have satisfactorily completed their probation period and confirm them in the post of State Tax Officer in the Office of the Commissioner of Commercial Taxes from the date of their completion of probation period:-

1. Shri Gaurish V. Khedekar.
2. Smt. Sophia Lawrence Vaz.
3. Shri Naresh Kushta Gaude.
4. Smt. Ankita Anil Kamat.
5. Shri Rohan Arvind Loliyekar.
6. Shri Sirajuddin Gulamrasul Jamadar.
7. Smt. Shweta Rohan Harmalkar alias Sweta Shankar Gurav.
8. Kum. Ashvita Ankush Goltekar.

By order and in the name of the Governor of Goa.

Pranab G. Bhat, Under Secretary, Finance (R&C).

Porvorim, 17th March, 2023.

### Debt Management Division

### Office Memorandum

No. 13/13/2023-FIN(DMU)/130

The Office Memorandum No. DPE/18(1)/2012-Fin dated 08-05-2017 transcribed below regarding Guidelines on Investment of Surplus Funds by the CPSEs issued by Government of India, Ministry of Heavy Industries & Public Enterprises, Department of Public Enterprises, New Delhi has been adopted by the State Government.

Pranab G. Bhat, Under Secretary, Finance (Bud-II).

Porvorim, 16th March, 2023.

F. No. DPE/18(1)/2012-Fin

Government of India

Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhavan,  
Block No. 14, CGO Complex,  
Lodhi Road, New Delhi-110003  
Dated: 08-05-2017

## OFFICE MEMORANDUM

Sub.: Guideline on Investment of Surplus Funds by the CPSEs-regarding

.....

The undersigned is directed to enclose herewith a copy of the "Guidelines on Investment of Surplus Funds by the CPSEs" for taking necessary action to ensure compliance of these guidelines. This is in supersession of all Guidelines on Investment of Surplus Funds by the CPSEs issued by Department of Public Enterprises from time to time.

2. This issues with the approval of Minister (HI & PE).

Sd/-  
(Kalyani Mishra)  
Director  
Tel.: 24362061

Encl.: As above.

F. No. DPE/18(1)/2012-Fin

Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Sub.: Guidelines on Investment of Surplus Funds by the CPSEs-regarding

Guidelines on investment of surplus funds essentially deal with the management of surplus funds with CPSEs to prevent the funds from lying idle, and instead, generate returns.

2. The details of Guidelines on Investment of Surplus Funds by the CPSEs issued by Department of Public Enterprises from time to time are annexed. In supersession of all these guidelines and other guidelines, if any, issued by any other Ministries/Departments on investment of surplus funds by CPSEs earlier, the Guidelines on Investment of Surplus Funds by the CPSEs are issued as follows:

Applicability:

3. These Guidelines shall be applicable to all CPSEs. The definition of CPSE for the purpose of these guidelines shall be same as defined vide O. M. No. PP/14 (0005)/2016 dated 20-06-2016 regarding Capital Restructuring of Central Public Sector Enterprises (CPSEs) as reproduced below:

"All corporate bodies where Government of India and/or Government controlled one or more body corporate have controlling interest.

- i) Body corporate shall include body incorporated under the provisions of the Companies Act, 1956 or the Companies Act, 2013, or under any other Act as may be applicable except Limited Liability Partnership.

- ii) Controlling interest means control over the composition of the Board of Directors; or exercise or control over more than one-half of the total share capital or able to exercise more than 50 per cent voting rights in the meeting of the members, Board of Directors or any other similar executive structure, e.g., Governing Body, Executive Committee, etc.

- iii) A body corporate in which Government of India and/or CPSEs including their subsidiaries controls the composition of the Board of Directors; or exercises or controls more than one-half of the total share capital shall be deemed to be a body controlled by Government of India".

3.1 However, these guidelines will not apply to banks and insurance companies.

Scope:

4. These guidelines shall apply to surplus funds available with CPSEs after meeting the business requirements including operating expenses, payment of taxes, working capital, debt servicing, capital expenditure, replacement/revamping/renewal of business assets, etc. Cash surplus of temporary nature including those available for a few days or weeks would also come within the purview of these guidelines. However, these guidelines shall not apply to investments by CPSEs in their core business activities or investment in equity under disinvestment programme of the Government and investments in subsidiaries/joint ventures by way of equity capital.

5. CPSEs shall also ensure compliance with the guidelines on "Capital Restructuring of CPSEs" issued by Department of Public Enterprises on 20-06-2016 before investing the surplus funds available with them in eligible instrument.

6. These guidelines shall apply to CPSEs subject to the following:

- i. If any statutory guidelines have been issued by the sector regulatory authority like RBI, SEBI, IRDA, etc., on investment of surplus funds, these guidelines will be applicable to CPSEs only to the extent these are not contrary to the guidelines laid down by such regulatory authority.
- ii. If surplus funds have been earmarked for any purpose under any scheme framed under applicable laws/regulations, or Court directions, these guidelines will be applicable to the extent these are not contrary to the provisions of the scheme made under such laws/regulations or Court directives.



iii. These guidelines will not apply to investment of surplus funds kept outside India by CPSEs or their overseas subsidiaries for normal business purposes in compliance with applicable Foreign Exchange Management Act, 1999 (FEMA) regulations and the local applicable laws.

iv. The CPSEs shall also comply with Section 186 of the Companies Act, 2013.

Principles of investment of surplus funds:

7. CPSEs shall invest their surplus funds as per the following broad principles:

- i. Investment shall be made in instruments ensuring the safety of funds.
- ii. There shall be no speculation on the yield obtaining from the investment. It shall be known at the time of making the investment except for investment in debt mutual funds. However, in case of investment in marketable debt-instruments, (viz., mutual fund debt instruments, Government securities and T bills) there is a risk that final yield may differ from yield estimated at the time of investment due to movement in prices of the security, if such debt-instruments are sold due to unforeseen circumstances before final maturity date (i.e., they are not held to maturity). Such investment will not be treated as having speculative yield. Similarly, in case of premature encashment of bank term deposits due to unforeseen exigencies, the difference between fixed yield at the time of investment and actual yield at premature payment will not be speculative yield.
- iii. Since investment in debt schemes of mutual funds are subject to market risks, the track-record of the scheme shall be taken into account for taking investment decisions.
- iv. There shall be a proper commercial appreciation and due diligence before any investment decision of surplus funds is taken.
- v. The forecast of surplus availability may be worked out normally for a period of one year at any point of time so as to deploy available funds on longer term basis at better yields. This forecasting exercise shall ideally be done every month or quarter.
- vi. In order to utilize the surplus funds effectively, CPSE may also prepare best estimate of the periods for which surplus funds would be available to facilitate investment decisions for such periods including on a day-to-day basis.

vii. Funds shall normally not be invested by a CPSE at a particular rate of interest for a particular period of time while the CPSE is resorting to borrowing at an equal or higher rate of interest for its requirements for the same period. However, CPSEs may take decisions on all matters relating to short term cash management, as they would be the best judge of asset-liability mismatch in the short run.

viii. CPSEs shall put in place a centralized system of liquidity management for optimum utilization of liquidity for business operation.

Eligible Investments:

8. CPSEs shall invest their surplus funds in one or more of the following instruments, subject to principles outlined above:

- i. Treasury bills and Government of India securities.
- ii. Term deposits with any scheduled commercial bank incorporated in India and with a net worth (i.e. the paid up capital plus free reserves of the bank) of at least Rs. 500 Crore, fulfilling the capital adequacy norms as prescribed by the Reserve Bank of India (RBI) from time to time. Capital adequacy and net worth of Banks may be assessed on the basis of their Annual Accounts (audited) or as available on the website of RBI, whichever is the latest. While investing, CPSEs shall ensure that minimum 60% of funds placed in bank term deposits are placed with public sector banks. Further, CPSEs may obtain competitive quotations from Banks.
- iii. Instruments issued by scheduled commercial banks incorporated in India/all India term lending and refinancing institutions including their subsidiaries e. g. certificates of deposits, deposits schemes, commercial paper or similar instruments, which have been rated by any two Credit Rating Agencies, registered with SEBI and have been accorded the highest safety credit rating.
- iv. Loans/Deposits with CPSEs (including those under inter-corporate borrowing programme) subject to availability of highest credit rating from any Credit Rating Agency registered with SEBI for borrowing for the corresponding period.
- v. Investment in Collateralized Borrowing and Lending Obligations (CBLOs) where Clearing Corporation of India Ltd. (CCIL) acts as counterparty.

vi. In mutual funds subject to the following conditions:

- a) Only Maharatna, Navratna and Miniratna CPSEs are permitted to invest in debt based schemes of SEBI regulated public sector mutual funds.
- b) Portfolio Management Schemes of any Asset Management Company/or any other entity will not be mutual funds for this purpose.
- c) Investment in Mutual Funds shall not exceed 30% of the available surplus funds of the concerned CPSE.
- d) Public Sector Mutual Fund means the Mutual Funds registered with and regulated by SEBI where the Government of India, its financial institutions and public sector banks holds/hold individually or collectively more than 50% of equity/shares in the Asset Management Company of that Mutual Fund.
- e) The mutual fund debt scheme should have been accorded highest mutual fund rating by any two of the Credit Rating Agencies registered with SEBI.
- f) The mutual fund debt scheme should have corpus amounting to at least Rs. 1000 Crore for the scheme at the time of investment. The corpus may be reckoned from the latest published information at the time of investment.
- g) The Board of Directors of the CPSEs should decide the guidelines, procedures and management control systems for investment in such mutual funds and keep the Administrative Ministry informed through the Financial Adviser.

vii Any other debt instrument (including commercial paper) of public sector entities, subject to highest credit rating from any two rating agencies approved by SEBI.

#### Maturity Period of Investment:

9. The period of maturity, including cases of residual maturity, of any instrument of investment shall not exceed one year from the date of investment. However, in the case of term deposits with banks and GOI securities, it may be up to three years from the date of investment.

#### Competent Authority for Investment and Reporting:

10. Decisions on investment of surplus funds shall be taken by the Board of CPSE. However, Board may delegate powers regarding investment of

short-term surplus funds up to one year maturity to a designated group of Director(s), which should invariably include CMD/MD and Director (Finance) of the CPSE concerned upto such financial limits as the Board may decide.

11. In case of Maharatna/Navratana CPSEs, decisions regarding investment of short-term surplus funds up to one year maturity may be delegated to Director (Finance) up to prescribed limits of investment as may be decided by the Board provided that (i) the proposals are examined and put up by an internal investment committee and (ii) guidelines, systems and proper procedures are laid down with the approval of Board. All such investment should be reported to CMD at least on a fortnightly basis.

12. Where such delegation is made, the delegation order should spell out criteria for selection of party, party exposure limits, etc., which should be strictly observed. Further, there should be a proper system of reporting to the Board at least on a quarterly basis.

13. An annual report on surplus funds invested in different instruments and the yield thereon may be placed before the Board.

14. The projected surplus availability for the ensuring year shall be informed to the Administrative Ministry at the beginning of financial year.

#### General:

15. CPSEs shall ensure that all investment decisions are in accordance with the regulations as per the Company Law and Government of India instructions and any other relevant legislation and rules as applicable. Any investment already made, which is not in conformity with these guidelines should not be renewed after maturity/or at the earliest opportunity as may be decided by the Board of CPSE.

16. The Board of every CPSE shall arrange to formulate suitable procedure and management control systems for investment of surplus funds to be followed by the company. Boards of CPSEs may also lay down guidelines, procedures and systems for estimation of surplus funds and investment of these funds keeping in view the above guidelines and giving due consideration to safety of funds, risk on yield, requirement of liquidity and applicable laws.

17. The operating instructions are to be formulated keeping in view their suitability for making financial investments.

18. No agent/broker etc. in any form whatsoever shall be involved on either side. However, for secondary market investment in Government securities and treasury bills, invitation of quote/s from a minimum of three primary dealers registered with RBI may be obtained.

This issues in consultation with the Department of Investment and Public Asset Management (DIPAM), Ministry of Finance and has the approval of Ministry of Finance communicated to DPE vide O. M. No. 7/13/2016-Policy dated 3rd April, 2017.

#### ANNEXURE

Details of Guidelines on Investment of Surplus Funds by the Central Public Sector Enterprises (CPSEs) issued by Department of Public Enterprises from time to time.

Sr. No.	O. M. Nos.	Dated
1.	DPE/14(19)190-Fin.	3rd January, 1992.
2.	DPE/4/3/92-Fin.	27th June, 1994.
3.	DPE/4(6)/94-Fin.	14th December, 1994.
4.	DPE/4(6)/94-Fin.	1st November, 1995.
5.	DPE/4(6)/94-Fin.	11th March, 1996.
6.	DPE/4(6)/94-Fin.	2nd July, 1996.
7.	DPE/4(6)/94-Fin.	14th February, 1997.
8.	DPE/4(6)/94-Fin. G-XVII	25th November, 1999.
9.	DPE/4(6)/1994-Fin.	29th September, 2005.
10.	DPE/11/47/2006-Fin.	31st August, 2007.
11.	DPE/11/47/2006-Fin.	4th December, 2007.
12.	DPE/11/47/2006-Fin.	11th April, 2008.
13.	DPE/11/47/2006-Fin.	15th April, 2008.
14.	DPE/11/47/2006-Fin.	14th August, 2008.
15.	DPE/18(1)/08-Fin.	15th December, 2008.
16.	DPE/11(15)/08-Fin.	12th January, 2009.
17.	DPE/18(15)/08-Fin.	24th February, 2009.
18.	DPE/14(24)/2011-Fin.	23rd April, 2012.
19.	DPE/18(1)/08-Fin.	13th August, 2012.

#### Department of General Administration

##### Notification

No. 37/3/2019-GAD-III/1009

In pursuance to sub-section (1) of Section 40A of the Goa Panchayat Raj Act, 1994 (Goa Act No. 14 of 1994), the Government of Goa hereby declares Saturday, the 25th March, 2023 (Chaitra 4, Saka 1944) as a "Paid Holiday" being the "Polling Day" for the Bye Elections to Ward No. V of Village Panchayat Velguem, Ward No. VI of Village Panchayat Ona-Maulinguem Kudchirem, Ward No. VI of Village Panchayat Orlim, Ward No. II of Village Panchayat Calem, Ward No. IV of Village

Panchayat Balli-Adnem, Ward No. VII of Village Panchayat Barcem-Quedem and Ward No. I of Village Panchayat Rachol.

The aforesaid holiday shall be a "paid holiday", in addition to the holidays indicated in the Notification No. 37/3/2022-GAD-III/3661 dated 19-10-2022, published in the Official Gazette, Series II No. 30 dated 27-10-2022, to the workers of the following establishments, provided they are the voters for the aforesaid Bye-election:-

- (i) industrial workers of the State of Goa;
- (ii) daily wage workers of the Government Departments and State Government Industrial Departments;
- (iii) commercial and industrial workers of private establishments in the State of Goa;
- (iv) all private establishments;
- (v) daily wage/casual workers employed in any business, trade, industrial undertakings or any other establishments.

By order and in the name of the Governor of Goa.

*Shaila G. Bhosle*, Under Secretary (GA-I).

Porvorim, 15th March, 2023.

#### Department of Goa Gazetteer

##### Order

No. 1/4/2022-23/GAZ-321

Government is pleased to constitute an Expert Committee of following members for preparation of the Pernem Taluka Gazetteer:

- 1) Dr. Rohit Phalgaonkar, — Chaiperson.  
Assistant Professor, History,  
Sant Sohirobanath Ambiyee  
Government College,  
Virnoda, Pernem
- 2) Dr. Ishani Roy, Associate — Member.  
Professor, Geography, Sant  
Sohirobanath Ambiyee  
Government College,  
Virnoda, Pernem
- 3) Ms. Priyanka Sitaram Parab, — Member.  
Assistant Professor, Konkani,  
Sant Sohirobanath Ambiyee  
Government College, Virnoda,  
Pernem
- 4) Shri Mayur Arolkar, — Member.  
Assistant Professor of History,  
DCT's Dhempe College of  
Arts & Science, Miramar, Goa

- 5) Shri Balaji Shenvy, Executive — Member  
Editor, Goa Gazetteer Department Secretary.  
Scope of the Committee:

The scope of the Committee shall be as follows:

- 1) To assist the Department of Goa Gazetteer in compilation of the Taluka Gazetteer and publish the same within one year from the date of publication of the Notification order of the constitution of the Expert Committee in the Official Gazette.
- 2) To prepare an outline for the Taluka Gazetteer.
- 3) To advise and suggest for speedy completion of the task and assist the Department in authenticating the data/material for publication.
- 4) Any other subject related to the speedy completion of the Taluka Gazetteer.
- 5) The committee may co-opt any other member for completion of the Taluka Gazetteer.
- 6) Any other subject as decided by the Government from time to time.

Tenure of the Committee:- The tenure of the Committee shall be one year from the date of publication in the Official Gazette.

The non-official members may be entitled for the Travelling Allowance as admissible by the Government from time to time.

This order is issued with the approval of the Government vide U.O. No. 2240/F dated 11-03-2023.

By order and in the name of the Governor of Goa.

*Balaji S. Shenvy*, Executive Editor (Goa Gazetteer).  
Panaji, 15th March, 2023.

### Order

No. 1/4/2022-23/GAZ-327

Government is pleased to constitute an Expert Committee of following members for preparation of the Canacona Taluka Gazetteer:

- 1) Dr. Pandurang Phaldessai, — Chairperson.  
Director, Thomas Stephens  
Konknni Kendra, Porvorim-Goa
- 2) Shri Kamlakar Mhalshi, — Member.  
Former Principal, Balaram  
Higher Secondary School,  
Canacona-Goa
- 3) Dr. Manoj Kamat, Professor — Member.  
& Principal, Shree Mallikarjun  
& Shri Chetan Manju Desai  
College, Delem, Canacona-Goa

- 4) Ms. Domitel D'Souza, — Member.  
Associate Professor of History,  
Shree Mallikarjun & Shri Chetan  
Manju Desai College, Delem,  
Canacona-Goa

- 5) Shri Balaji Shenvy, Executive — Member  
Editor, Goa Gazetteer Department Secretary.

Scope of the Committee:-

The scope of the Committee shall be as follows:

- 1) To assist the Department of Goa Gazetteer in compilation of the Taluka Gazetteer and publish the same within one year from the date of publication of the Notification order of the constitution of the Expert Committee in the Official Gazette.
- 2) To prepare an outline for the Taluka Gazetteer.
- 3) To advise and suggest for speedy completion of the task and assist the Department in authenticating the data/material for publication.
- 4) Any other subject related to the speedy completion of the Taluka Gazetteer.
- 5) The committee may co-opt any other member for completion of the Taluka Gazetteer.
- 6) Any other subject as decided by the Government from time to time.

Tenure of the Committee: The tenure of the Committee shall be one year from the date of publication in the Official Gazette.

The non-official members may be entitled for the Travelling Allowance as admissible by the Government from time to time.

This order is issued with the approval of the Government vide U.O. No. 2240/F dated 11-03-2023.

By order and in the name of the Governor of Goa.

*Balaji S. Shenvy*, Executive Editor (Goa Gazetteer).  
Panaji, 15th March, 2023.



### Department of Handicrafts, Textile & Coir

### Notification

No. 2/19/2022-(HT&C)/26

Read: Notification No. 2/19/2022 (HT&C)/25 dated 19-04-2022, published in the Official Gazette, Series II No. 4 dated 28-04-2022.

In pursuance of Article 65, read with Article 63, of the Articles of Association of the Goa Handicrafts, Rural and Small Scale Industries Development

Corporation Limited and in supersession of the Government Notification read above and any other Notifications and Orders issued in this regard, the Government of Goa hereby reconstitutes the Board of Directors of the Goa Handicrafts, Rural and Small Scale Industries Development Corporation Limited, as follows, namely:-

1. Shri Pravin Arlekar, MLA, — Chairman.  
Pernem
2. Secretary (Handicrafts, Textile & Coir) — Director.
3. Finance Secretary or his nominee not below the rank of Under Secretary from Finance Department — Director.
4. Director of Handicrafts, Textile & Coir — Director.
5. Managing Director, Goa Handicrafts, Rural and Small Scale Industries Development Corporation Limited — Director.

6. Smt. Achal Verekar, r/o Khadpabandh, Ponda, Goa — Director.
7. Shri Pramod Kamat, r/o Mercedes, St. Cruz, Goa — Director.
8. Shri Madhu Parab, r/o Palye, Pedne, Goa — Director.
9. Shri Subodh Mahale, r/o Ugve, Pedne, Goa — Director.
10. Shri Jayesh C. Naik, r/o Karmali, Cumbharjua, Goa — Director.
11. Shri Mahadev V. Gawandi, r/o Devsu, Korgao, Goa — Director.
12. Shri Satish Shankar Korgaonkar, r/o Canca, Siolim, Goa — Director.

This notification shall come into force with immediate effect.

By order and in the name of the Governor of Goa.

A. S. Mahatme, Under Secretary (HT&C).

Porvorim, 14th March, 2023.

◆◆◆  
Department of Home  
(F&CD)  
G20 Cell

#### Notification

No. G20 Cell/PoA/714/2022-23/75

Pattern of Assistance for the release of Grant-in-Aid to Home Department (F&CD), G20 Cell to meet the expenditure towards G20 Summit events/meetings to be held in the State of Goa for the Financial Year 2022-23 & 2023-24.

#### Background:

1. The Government is pleased to frame the Pattern of Assistance as Grant-in-Aid for the organization of the G20 Summit events/meetings in the State.

2. Objective of the Scheme: India is holding Presidency of G20 from 1st December, 2022 to 30th November, 2023. As per the G20 calendar, the State of Goa has been allotted following 08 events/meetings by the G20 Secretariat, Ministry of External Affairs, New Delhi.

Sl. No.	Track	Level	Nodal Ministry/Agency	Meeting	Date
1	2	3	4	5	6.
1.	Sherpa	WG	MoHFW	2nd Health Working Group Meeting	17-19 April, 2023.
2.	Finance	WG	MoF	3rd International Financial Architecture Working Group Meeting	5-7 June, 2023.
3.	Sherpa	WG	MEA	3rd Development Working Group Meeting	9-11 May, 2023.
4.	Sherpa	WG	Min. of Tourism	4th Tourism Working Group Meeting	19-20 June, 2023.



1	2	3	4	5	6
5.	Sherpa	Ministerial	Min. of Tourism	Tourism Working Group MM	21-22 June, 2023.
6.	EG	EG	CAG	SAI 20 Summit	12-14 June.
7.	Sherpa	WG	Min. of Power	4th Energy Working Group Meeting	19-20 July, 2023.
8.	Sherpa	Ministerial	Min. of Power	Energy Working Group MM	22 July, 2023.

\* The dates of actual events/meetings may vary as per the instructions from G20 Secretariat, Ministry of External Affairs, New Delhi.

3. Each of these events/meetings would be attended by around 250 delegates from various G20 Countries, International Organizations and other invites of Government of India. In addition, the recce visits are also being organized by G20 Secretariat, Ministry of External Affairs, New Delhi as well as other related Ministries of the Government of India.

4. All the events/meetings shall be organized as per requirements and directions of the G20 Secretariat, Ministry of External Affairs, which has stated that hosting of G20 meeting would be an opportunity to showcase the State's level of development, infrastructure, culture and heritage to the world.

5. Therefore, in pursuance of sub-rule (1) of Rule 230 of the General Finance Rules, 2017, the Government of Goa hereby prescribes the pattern of financial assistance to the tune of Rs. 2500.00 lakh as follows:

a) Purpose for which the grant-in-aid shall be sanctioned:

Sr. No.	Revenue Head
1	2
1.	Advertising, hoardings, banner etc.
2.	Advertising, Branding, Social Media (Print, electronic, local and national channels).
3.	Cultural presentations at airport during arrivals or at the meeting venue/lunch/dinner venue as per ICCR approval.
4.	City Sprucing, civil works, roads, pavement, building, painting.
5.	Green spaces, horticulture, garden.
6.	Waste management, segregation of waste, waste disposal.
7.	Conservancy.
8.	Vehicles, transport arrivals, departures and site seeing excursions/tours/experiences (including fuel).
9.	Health, Ambulance, Medical Facilities etc.
10.	Refreshment/Dinner/Lunch for all G20 meetings/events in the State for more than 400 people (apprx.) at each meetings/events.
11.	Souvenirs/Kits/Bags/Gifts.
12.	Professional services, translation services including Regional language translation/translator etc.
13.	Honorarium, wages, salaries, hiring of staff and other services on contract, dress allowance, travel allowance, stationery and other related office expenditure including setting up of office.
14.	Uninterrupted power supply arrangements to/at the venues.

1	2
15.	Lighting up of prominent buildings and monuments.
16.	Facilitate high speed internet, essential for virtual attendance. Hiring/purchase of IT equipments (Hardware & Software).
17.	Security during move and excursion (to also include police escorts etc.).
18.	Fire fighting arrangements.
19.	Creation/facilitation of stalls (for sale of specific products) at the venue/or any other places as per instructions of G20 Secretariat, Ministry of External Affairs, New Delhi.
20.	Assistance in terms of transportation and accommodation facilities, if required beyond the planned numbers.
21.	Co-ordination with the concerned institutions/organizations and other assistance (including English speaking guides etc.) for conduct of excursion visit.
22.	Protocol/Hospitality, liaison officers/delegates accommodation, hotels and other amenities.
23.	Any other expenditure related to G20 Summit Event/Meetings.

6. The Drawing and Disbursing Officer shall maintain the register of the grant-in-aid sanctioned. Nodal Officer for Overall Co-ordination G-20, Additional Secretary G20 and OSD (Accounts) shall be the cheque signing authority. The Nodal Officer for Overall Co-ordination G20 Summit shall evolve its own procedure and the manner in which the grants-in-aid are to be utilized for the purposes specified in this pattern of assistance.

7. No grants-in-aid or part thereof shall be diverted or utilized for the purpose other than specified in this pattern of assistance. Any portion which is not ultimately required shall be funded back to the Treasury.

8. The grant-in-aid or part thereof shall be subject to audit by the Controller and Auditor General of India and Directorate of Accounts of the Government.

9. The G20 Cell shall adhere to General Financial Rules (GFR), 2017, The Goa Delegation of Financial Powers Rules (GDFPR), 2008 and such other Rules as followed by the Departments in the State Government.

10. The Home Department shall be the Budget Controlling Authority for the purpose of making budgetary provision, release of grants, utilization certificate etc.

11. The funds once sanctioned in the grant-in-aid, shall be transferred to Bank Account opened in the Nationalized Bank. The quantum of funds as grant-in-aid will be Rs. 2,500 lakhs. The funds under grant-in-aid shall be disbursed in two installment of Rs. 1500 lakh and Rs. 1000 lakh each. The funds sanctioned shall be utilized for 02 financial years w.e.f. 2022-23, 2023-24.

12. The amount shall be drawn under Demand No. 23, Budget Head of Accounts 2070–Other Administrative Services 00, 800–Other Expenditure, 01–G-20 Summit, 31–Grant-in-aid.

13. No grant shall be allowed to be paid to any other institutions/voluntary organizations out of this grants sanctioned by the Government which is not related to G20 Summit.

14. The Grantee shall exercise reasonable economy, observe all financial propriety and the financial rules as issued by the Government from time to time while incurring the expenditure.

15. This is issued with the concurrence of the Finance (Exp.) Department vide their U.O. No. 1510/F dated 16-02-2023.

By order and in the name of the Governor of Goa.

*Anthony J. D'Souza*, Additional Secretary/Director (G20 Cell Admin.).

Porvorim, 28th February, 2023.

## Department of Labour

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## Notification

No. 28/02/2023-LAB/Part-II/151

The following Award passed by the Labour Court-II, at Panaji-Goa on 30-01-2023 in Case No. Ref. LC-II/IT/15/16 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 24th February, 2023.

IN THE LABOUR COURT-II

GOVERNMENT OF GOA

AT PANAJI

**(Before Shri Suresh N. Narulkar, Hon'ble  
Presiding Officer)**

Case No. Ref. LC-II/IT/15/16

Shri Ramdas Mayenkar,  
H. No. 689, Thorlim Bhat,  
Dongrim-Goa.

..... Workman/Party I

V/s

The Managing Director,  
M/s. Pfizer Ltd.,  
Plot No. L-137, Phase III-A,  
Verna, Industrial Estate,  
Verna, Salcete-Goa.

..... Employer/Party II

Workman/Party-I represented by Ld. Rep. Shri  
Subhash Naik.

Employer/Party-II represented by Ld. Adv. Shri G. K.  
Sardessai.

Panaji, dated: 30-01-2023.

## AWARD

1. In exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 23-6-2016, bearing No. 28/25/2016-LAB/438 referred the following dispute for adjudication to the Industrial Tribunal of Goa. The Government of Goa, vide its addendum dated 18-10-2016, transferred the present matter to the Labour Court-II, for its adjudication.

*"(1) Whether the action of the management of M/s. Pfizer Limited, Verna, Salcette, Goa, in dismissing Shri Ramdas Mayenkar, Operator, with effect from 23-12-2015, is legal and justified?"*

*(2) If not, what relief the workman is entitled to?*

2. On receipt of the reference, a case was registered under No. LC-II/IT/15/2016 and registered A/D notice was issued to the parties. In pursuance to the said notice, the parties put in their appearance. The Workman/Party-I (for short 'Workman'), filed his Statement of Claim on 30-01-2017 at Exhibit-4. The facts of the case in brief as pleaded by the Workman are that the Employer/Party-II (for short 'Employer') is a Multinational Pharmaceutical Company engaged in the production of tablets at its factory at Verna Industrial Estate, Salcette, Goa. He stated that the Employer was initially established at Verna in the year, 2001 as Wyeth Lederle Ltd. which was subsequently changed as Pfizer Ltd. in the year, 2009. He stated that he was employed with the Employer as "Operator-Production" since 26-05-2002. He stated that he has not received a single memo or a single charge-sheet except the charge-sheet which is the subject matter of the present reference. He stated that during his service with the Employer, he received awards from the Employer for his performance. He stated that he also received several "employee of the month" awards, long service awards, best nominee of the month awards, certificates for improving productivity and development, etc. He stated that after formation of a trade Union in 2014, all the workers of the Employer Company joined the said union. He stated that he was elected as an office bearer of the said union and as such he was a Protected Workman as per the provisions of the I.D. Act, 1947. He stated that initially all workmen including himself were employed as Operator-Productions. He stated that in the year, 2006, the designations of all workmen were changed to that of management associates Grade MA-01 and in year 2011, the grade of workers were changed to MA-02 although the duties performed by them remained the same. He stated that all the workmen of the Employer including himself were issued appointment letters and all of them were confirmed in the service of the Employer.

3. He stated that in June, 2014, workers formed a Trade Union for the first time, when all the workers of the Employer factory became members of Gomantak Mazdoor Sangh Trade Union. He stated that the Employer was informed about the formation of a Trade Union. He stated that names of seven Union office bearers of the Union including himself were also communicated to the Employer. He stated that the Employer did not appreciate the decision of the workers to form a Trade Union and started harassing the workers by withdrawing existing benefits and

existing facilities. He stated that with effect from 20-04-2015, the Employer did not allot any work to workers inside the factory and kept them idle as the Employer was not happy with the workers forming a Trade Union. He stated that with effect from 24-04-2015, all workmen were kept outside the factory gates and were not allowed to resume work inside the factory. He stated that this continued for several months and later the Employer stated that they would not allow the workmen to report for work unless they gave an undertaking, the contents of which were not disclosed to them. He stated that later on, the Employer allowed all workmen to report for work without undertaking and all workmen reported for work with effect from 17-08-2015. He stated that the Employer has till date not paid wages of the workers from 20-4-2015 to 16-08-2015. He stated that however, eleven workmen, who were issued suspension orders pending enquiry, were not allowed to report for work. He stated that meanwhile, after formation of a Trade union, the Employer suspended the services of all office bearers of the Union namely, himself, Sagar Dhume, Krishnakant Gawas, Navin Gaude, Susen Jalmi, Suraj Kurtikar, and Suraj Salgaonkar.

4. He stated that all the aforesaid workers were issued charge-sheets on trumped up and fabricated charges. He stated that he himself and others replied to the charge-sheets denying the allegations levelled against them. He stated that the suspension of seven union office bearers including himself was from 21-04-2015. He stated that four more workmen were also suspended from service with effect from 23-04-2015 pending enquiry namely, Ankush Gaonkar, Mangaldas Gaude, Umakant Chari, and Samesh Naik. He stated that all eleven workmen were suspended and were issued charge-sheets based on false and fabricated charges. He stated that as the workers were not happy with Gomantak Mazdoor Sangh Union because of the developments which took place which workers least expected. He stated that all the workers, after holding a General Body Meeting decided to resign from the said Union and became the members of Kamgarancho Ekvott Trade Union of which Subhash Naik George is the President with effect from 20-05-2015 after resigning from Gomantak Mazdoor Sangh. He stated that these developments were informed to the Employer in writing. He stated that the said Union Kamagarancho Ekvott raised several Industrial Disputes with the Employer such as Charter of Demands on behalf of the workers, illegal and unjustified refusal of work with effect from 24-04-2015, unfair labour practice, non-payment of bonus, illegal termination of services of workmen and illegal imposition of punishments to

workers etc. He stated that as the Employer did not accept the demands, the union raised disputes before Dy. Labour Commissioner who is also Conciliation Officer of Government of Goa, where all industrial disputes are pending conciliation and some disputes have been referred to this Hon'ble Tribunal for adjudication.

5. He stated that although all seven union office bearers including himself were issued separate charge-sheets, the Employer decided to hold common enquiry. He stated that Shri Prashant Agarwal, Advocate who was appointed as an Enquiry Officer to conduct the enquiries in respect of charge-sheets issued to seven union office bearers. He stated that Shri Prasanna Chawadikar, Advocate was appointed as Management Representative. He stated that initially Puti Gaonkar was the Defense Representative on behalf of charge-sheeted workmen and later on, Subhash Naik George was appointed as Defense Representative by himself and other charge-sheeted workers. He stated that on 02-06-2015 a date was fixed by the Enquiry Officer Mr. Agarwal to hold the enquiry. However, on that day Ld. Enquiry Officer did not attend the enquiry at the hearing fixed at Panaji-Goa. He stated that the Management Representative, Shri Prasanna Chawadikar, who was present for the enquiry, informed that Ld. Enquiry Officer had gone to his native place to bring his wife and he could not get tickets to return to Goa due to vacation rush and that he is still travelling in the train. He stated that the Management Representative informed him and all other charge-sheeted workmen as well as Defense Representative that Ld. Enquiry Officer, Mr. Agarwal had resigned from the post of Enquiry Officer and that he could not come for the enquiry due to his personal reasons. He stated that Management Representative informed that the next date of enquiry would be communicated after the management appointed a new Enquiry Officer.

6. He stated that after 5th June, 2015, no communication either oral or writing was received by him or his Defense Representative about the date of enquiry or appointment of a new Enquiry Officer. He stated that after few months, the Employer dismissed the service of the four union office bearers with effect from 16-06-2015 claiming that they held enquiry against them and claiming that Ld. Enquiry Officer held them guilty of the charges namely, Sagar Dhume, Krishnakant Gawas, Navin Gaude, and Suraj Salgaonkar. Aggrieved by the said blatantly illegal and unjustified terminations, the Workman and three other workmen raised an industrial disputes with the Employer and later on with the Conciliation Officer/Dy. Labour Commissioner which ended in failure.

7. He contended that during the pendency of such disputes as per provisions of Section 33 of the I. D. Act, 1947, the Employer cannot terminate the services of the workmen without prior permission or without approval of action taken by them. He submitted that the Employer, as an afterthought, terminated the services of remaining three office bearers namely, Ramdas Mayenkar, Susen Jalmi and Suraj Kurtikar with effect from 23-12-2015. He submitted that with these termination, Employer have terminated all Seven office bearers who were elected after formation of Trade Union which clearly proves that this is a clear case of victimization for trade union activities. He submitted that since he himself, Susen Jalmi and Suraj Kurtikar were protected workmen as per provisions of I.D. Act, prior permission before termination ought to have been obtained from this Hon'ble Tribunal and/or Dy. Labour Commissioner, failing which the termination is bad-in-law. He submitted that the charge-sheet issued to him and six other office bearers of the union and four other union members were fabricated and cooked up besides being false. He submitted that the same were issued to him and others to victimize them for their trade union activities as they had formed a union for the first time in the company. He submitted that Shailesh Redkar, whom the Employer claims to have been appointed as Enquiry Officer, was never appointed as Enquiry Officer and no intimation to that effect has been sent to him. He submitted that no intimation of dates of enquiry by the said Enquiry Officer if any, was sent to him. He submitted that the records of enquiry proceedings alleged to have been conducted by Shailesh Redkar have not been supplied to him till date. He submitted that the Employer, before terminating his service has not issued him a show cause notice enclosing copy of the findings of the Enquiry Officer, if any, and records of enquiry proceedings if any, seeking his views before dismissal which is mandatory. He submitted that no enquiry was held in respect of charges levelled against him in the charge-sheet issued to him. He submitted that the copy of the findings of the enquiry if any, were not supplied to him before termination of his services. He submitted that since the date of dismissal, he is unemployed and is dependent on his family and friends on sustenance. He submitted that his termination is illegal and unjustified as he has been dismissed from service in total violation of principles of natural justice. He submitted that no opportunity whatsoever was given to him to defend himself in the enquiry. He submitted that the management witnesses were not allowed to cross-examine by him. He submitted that the charges levelled against him have not been proved in a fair

and impartial manner and in accordance with the principles of natural justice. He submitted that his dismissal from services is malafide, vindictive, and by way of victimization for trade union activities, besides the same being discriminatory. The Workman therefore prayed that he be reinstated in service with full back wages and continuity of service with costs.

8. The Employer controverted the claim of Workman by filing its written statement on 03-05-2017 at Exb. 5. The Employer, as an by way of its preliminary objections, submitted that the reference is not maintainable and it ought to be rejected as there is no "Industrial Dispute" as defined under the I.D. Act, 1947, that the Workman has accepted all the legal dues arising out of termination in full and final settlement and hence, the Workman is estopped from raising the present dispute, that there is non application of mind by the Appropriate Government while referring the present dispute and that the present reference is therefore null and void.

9. The Employer stated that it is a Private Limited Company incorporated under the provisions of the Companies Act, 1956, having its registered office at the Capital, 1802, 1901 Bandra Kurla Complex, Bandra (East), Mumbai and the factory located at Verna Industrial Estate, Verna, Salcette-Goa. The Employer stated that it is engaged in the manufacturing of pharmaceuticals at its factory located at Verna Industrial Estate, Verna-Goa.

10. The Employer stated that the Workman was issued a charge-sheet dated 07-05-2015 alleging as under:

"It has been observed that from the month of December, 2014, the workmen have deliberately and willfully reduced production as a result of which the Management suffered heavy losses. The fall in production which commenced from the month of December, 2014 gradually reached to a stage where during the preceding week the production was reduced to around 25% of the normal. The management has consistently requested the workmen to stop the unfair practice of lowering the production and to restore normalcy. However, the workmen continue with the unfair Labour practice of lowering the productive process.

Subsequent by Notice dated 7th February, 2015, letter dated 14th April, 2015 and through various communications, Management invited the attention of the workmen to the fall in production and requested the workmen to restore normalcy. However, instead of restoring normalcy, to the utter shock and surprise of the Management, the workmen



in a concerted manner stopped production from the commencement of Second shift of 20th April, 2015 and started squatting within the factory premises. As a consequence thereto, the entire productive process came to a grinding halt. The Management has suffered huge losses till date and continues to do so. As they were aware, engaged in the manufacturing of drugs which include life-saving drugs like Wysolone, Folvite, Pacitane, Overal-L etc.

All these products are listed in the National List of Essential Medicines (NLEM), issued by Ministry of Health, Government of India. Wysolone is a life-saving steroidal drug with anti-inflammatory properties and controls the painful symptoms of a temporary autoimmune condition called Polymyalgia Rheumatic (PMR), Folvite, essentially taken by women during the first trimester of pregnancy for development of the foetus and also used for all kinds of anaemic conditions, Pacitane, drug used by Patients suffering from early symptoms of Parkinson's Disease and Overal-L. You are fully aware that the discontinuation due to non-availability of these drugs can have an adverse effect on the patients and the society at large.

They had received various communications from their dealers, hospitals and doctors informing them of the serious consequences arising as a result of drugs not being available in the market and the suffering of the patients, especially those who had already been prescribed such drugs and consuming the same. The consequence of sudden discontinuation of supply to the patients had an expected adverse consequences on the health of the patients.

You are an office bearer of Gomantak Mazdoor Sangh. The Management had been consistently communicating with you and other workmen who have been participating in the go slow/stoppage of work to desist from the unfair labor practice of reducing willfully and deliberately the production. The fall in production was a consequence of the instigation and incitement of the workmen to commence and continue with the reduction of production. It has also been observed that you have been actively inducing the workmen to continue with the go slow.

The participation in the willful go slow and the instigation and incitement of the workmen to initiate the go slow and continue as such amounts to a serious misconduct under the Model Standing Orders.

The Management had therefore decided to conduct an enquiry into the misconduct alleged

against you. You were suspended pending enquiry by suspension order dated 21-04-2015.

Your above acts on your part constitute the following Acts of Misconducts under the Model Standing Orders:

- a. Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
- b. Willful damage to or loss of employer's good or property.
- c. Habitual absence without leave or absence without leave for more than 10 days.
- d. Habitual breach of any law applicable to the establishment.
- e. Riotous or disorderly behavior during working hours at the establishment or any act subversive of discipline.
- f. Neglect of work.
- g. Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law".

11. The Employer stated that the workmen was suspended pending enquiry. The Employer stated that Mr. Prashant Agarwal was appointed as Enquiry Officer and Mr. Prasanna Chawadikar was appointed as the Management Representative. The Employer stated that Mr. Puti Gaonkar was appointed as Defense Representative by the Workmen. The Employer stated that Mr. Agarwal conducted the enquiry on 15-05-2015 and 22-05-2015. The Employer stated that thereafter the enquiry was fixed on 02-06-2015 at 3.30 p.m. The Employer stated that on 02-06-2015, Ld. Enquiry Officer was in personal difficulty and hence, the enquiry could not held on the said date. The Employer stated that in the mean while Mr. Prashant Agarwal by his letter dated 04-06-2015 informed them due to prior commitments, he is unable to continue with the conduct of the enquiry and therefore has decided to withdraw from the enquiry. The Employer stated that in view of inability of Mr. Prashant Agarwal to continue with the enquiry, Mr. Shailesh Redkar was appointed as an Enquiry Officer vide appointment letter dated 05-06-2015. The Employer stated that on 05-06-2015, by notice dated 05-06-2015 the Workmen were informed that in view of the change of the Enquiry Officer, and the appointment of new Enquiry Officer, the enquiry was fixed on 06-06-2015 at 4.30 p.m. at the same venue. The Employer stated that the letter of appointment of new Enquiry Officer was also served on the charge-sheeted workmen. The Employer stated that the charge-sheeted workmen

however, refused to accept the notice of enquiry as well as the letter of appointment and the amended charge-sheet. The Employer stated that on 06-06-2015, none of the charge-sheeted workmen were present. The Employer stated that the charge-sheeted workmen stayed away from the enquiry deliberately with the sole object of delaying the enquiry proceedings in spite of being informed about the enquiry fixed on 06-06-2015 at 4.30 p.m. The Employer stated that Ld. Enquiry Officer on the basis of documents on record and considering the contentions of the Management Representative and after being satisfied that it is a fit case to proceed ex-parte and held enquiry ex-parte against the charge-sheeted workmen. The Employer stated that the enquiry was conducted by the Ld. Enquiry Officer in an impartial manner and every opportunity was given to the Workman to defend the charge-sheet levelled against the charge-sheeted workmen. The Employer stated that Ld. Enquiry Officer submitted his findings dated 13-06-2015 and after appreciating the evidence on record held the Workman guilty of charges levelled against him. The Employer stated that they considered the proceedings of the enquiry, the findings of the Enquiry Officer and concurred with the same. The Employer stated that they considered the past record and did not find any extenuating circumstances for mitigation of punishment of dismissal from its service. The Employer stated that considering the gravity of proved misconduct, the Workman was dismissed from its service vide letter dated 23-12-2015.

12. The Employer stated that the Workman was paid full and final settlement of all his dues vide cheque bearing No. 106324 drawn on Deutsche Bank, Mumbai for an amount of Rs. 1,36,180/- alongwith the full and final computation statement on 30-01-2016 that includes basic pay, P.L. encashment, house rent allowance, conveyance allowance, medical allowance and LTA along with gratuity. The Employer stated that the said amount has been received by the Workman and has been credited to his account on 23-03-2016. The Employer stated that the Workman has also collected all his provident fund dues and for the purpose of employees Provident Fund and Miscellaneous Provisions Act, 1952, is an excluded employees. The Employer stated that, since the Workman is prosecuting this matter after having received benefits/full and final settlements of all legal dues arising out of termination, it would be equitable to direct the Workman to return the benefits so received from them with 8.5% interest on the said money for prosecuting the reference on merits on the principle of "Who seeks equity must do equity". The Employer stated that in the event this Hon'ble

Court sets aside the enquiry on any of the grounds, they may be permitted to lead evidence before this Hon'ble Court to prove the charges levelled against the Workman. The Employer denies the overall case as pleaded by the Workman and prayed that the reference may be summarily rejected.

13. Thereafter, the Workman filed his Re-joinder on 12-05-2017 at Exb. 06. The Workman, by way of its Re-joinder, confirms and reiterates all his submissions, averments and statements made in his Claim Statement to be true and correct and denies all the statements, averments and submissions made by the Employer in its Written Statement, which are contrary to its Statement and averments made in his Claim Statement.

14. Based on the pleadings filed by the respective parties, this Court framed the following issues at Exb. 7.

1. Whether a free, fair and proper enquiry was conducted against the Workman/Party I in respect of charge-sheet dated 07-05-2015 in accordance with the principles of natural justice?
2. Whether the charges of misconduct levelled against the Workman vide charge-sheet dated 07-05-2015 have been proved to the satisfaction of this court by acceptable evidence?
3. Whether the Workman/Party I proves that the action of the Employer in dismissing him from service w.e.f. 23-12-2015 is in violation of Section 33 of the I.D. Act, 1947?
4. Whether the Workman/Party-I proves that the action of the Employer/Party II in dismissing him from service w.e.f. 23-12-2015, is illegal and unjustified?
5. Whether the Employer/Party II proves that the reference is not maintainable and bad-in-law in view of the reasons stated in para (i) to (iv) of its written statement?
6. Whether the Workman/Party-I is entitled to any relief?
7. What order? What award?

15. Thereafter, both the parties led their evidence on the preliminary issues No. 1 and 2. Thereafter, the Employer filed an application for amendment of its written statement which was allowed by order dated 17-3-2020 after hearing both parties. The Workman also filed its synopsis in his written arguments. On 12-3-2022, Ld. Rep. Shri Subhash Naik appearing for the Workman as well as Ld. Adv. Ms. N. Gaonkar representing the Employer submitted that the matter is likely to be settled amicably between

the parties. Accordingly, on 20-01-2023, Ld. Rep. Shri Subhash Naik along with the Workman as well as Ld. Adv. Mrs. M. Rao h/f Adv. G. K. Sardessai representing the Employer along with its Director remained present and filed an application for Award in terms of settlement along with Memorandum of settlement u/s 2(P) r/w Sec-18 of the I.D. Act, 1947 between the Employer and the Workman which is on record at Exb. 47-colly and submitted that the matter be disposed of in terms of the settlement arrived at between the parties hereinabove. The terms of settlement as agreed between the parties hereinabove are reproduced hereunder:

- a. The Management agrees to pay the workman Mr. Ramdas B. Mayenkar a sum of Rs. 21,00,000/- (Rupees twenty one lakhs only), vide cheque bearing No. 500004 dated 12-01-2023 drawn on JPMorgan Chase Bank, N. A., Mumbai 400098 Branch, in full and final settlement of all his claims.
- b. It is agreed between the parties that the Management shall not deduct TDS from the Settlement amount and Mr. Ramdas B. Mayenkar undertakes to pay the Tax on the said amount.
- c. Accordingly, Mr. Ramdas B. Mayenkar agrees not to pursue the references No. LC-II/IT/15/2016 before the Labour Court II or any dispute raised individually or through any union before any Tribunal, Court, Authority or Forum and treat the same as settled.
- d. It is agreed between the parties that this settlement filed shall be before the Labour Court II under reference No. LC-II/IT/15/2016 for an Award in terms of the present settlement.

I have gone through the terms of settlement signed by the parties hereinabove and is of the opinion that the said terms of settlement are beneficial to both the parties. The said terms of settlement also useful for the harmonious relation between the parties. Hence, I approved the same.

In view of above and with regards to the facts and circumstances of the present case, I proceed to pass the following order.

#### ORDER

1. It is hereby held that the reference as to whether the action of the management of M/s. Pfizer Ltd., Verna Industrial Estate, Verna, Salcette,

Goa, in dismissing Shri Ramdas Mayenkar, Operator, w.e.f. 23-12-2015 is legal and justified, does not survive.

2. Inform the Government accordingly.

Sd/-

(Suresh N. Narulkar)  
Presiding Officer,  
Labour Court-II.

#### Notification

No. 28/02/2023-LAB/Part-III/153

The following Award passed by the Labour Court-II, at Panaji-Goa on 30-01-2023 in Case No. Ref. LC-II/IT/34/16 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 24th February, 2023.

IN THE LABOUR COURT-II  
GOVERNMENT OF GOA  
AT PANAJI

(Before Shri Suresh N. Narulkar, Hon'ble  
Presiding Officer)

Case No. Ref. LC-II/IT/34/16

Shri Navin Gaude,  
H. No. 39, Pani Wada,  
Borim, Ponda-Goa (403401) ..... Workman/Party I  
V/s

The Managing Director,  
M/s. Pfizer Ltd.,  
Plot No. L-137, Phase III-A,  
Verna Industrial Estate,  
Verna, Salcete-Goa (403722) ..... Employer/Party II  
Workman/Party-I represented by Ld. Rep. Shri Subhash Naik.

Employer/Party-II represented by Ld. Adv. Shri G. K. Sardessai.

Panaji, dated: 30-01-2023.

#### AWARD

1. In exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 22-07-2016, bearing No. 28/16/2016-LAB/546

referred the following dispute for adjudication to the Labour Court-II, Panaji-Goa.

*“(1) Whether the action of the management of M/s. Pfizer Limited, Verna, Salcette, Goa, in dismissing Shri Navin Gaude, Management Associate, with effect from 16-06-2015, is legal and justified?”*

*(2) If not, what relief the workman is entitled to?*

2. On receipt of the reference, a case was registered under No. LC-II/IT/34/2016 and registered A/D notice was issued to the parties. In pursuance to the said notice, the parties put in their appearance. The Workman/Party-I (for short 'Workman'), filed his Statement of Claim on 19-08-2016 at Exhibit-5. The facts of the case in brief as pleaded by the Workman are that the Employer/Party-II (for short 'Employer') is a Multinational Pharmaceutical Company engaged in the production of tablets at its factory at Verna Industrial Estate, Salcette, Goa. He stated that the Employer was initially established at Verna in the year, 2001 as Wyeth Lederle Ltd. which was subsequently changed as Pfizer Ltd. in the year, 2009. He stated that he was employed with the Employer as "Operator-Warehouse" since 29-11-2001. He stated that he has not received a single memo or a single charge-sheet except the charge-sheet which is the subject matter of the present reference. He stated that during his service of the Employer, he received awards from the Employer for his performance. He stated that he also received several "employee of the month" awards, long service awards, best nominee of the month awards, certificates for improving productivity and development, etc. He stated that after formation of a trade Union in 2014, all the workers of the Employer Company joined the said union. He stated that he was elected as an office bearer of the said union and as such he was a Protected Workman as per the provisions of the I.D. Act, 1947. He stated that initially all workmen including himself were employed as Operator – Warehouse. He stated that in the year, 2006, the designations of all workmen were changed to that of management associates Grade MA-01 and in year 2011, the grade of workers were changed to MA-02 although the duties performed by them remained the same. He stated that all the workmen of the Employer including himself were issued appointment letters and all of them were confirmed in the service of the Employer.

3. He stated that in June, 2014, workers formed a Trade Union for the first time, when all the workers of the Employer factory became members of Gomantak Mazdoor Sangh Trade Union. He stated that the Employer was informed about the formation of the

Trade Union. He stated that names of seven Union office bearers of the Union including himself were also communicated to the Employer. He stated that the Employer did not appreciate the decision of the workers to form a Trade Union and started harassing the workers by withdrawing existing benefits and existing facilities. He stated that with effect from 20-04-2015, the Employer did not allot any work to workers inside the factory and kept them idle as the Employer was not happy with the workers forming a Trade Union. He stated that with effect from 24-04-2015, all workmen were kept outside the factory gates and were not allowed to resume work inside the factory. He stated that this continued for several months and later the Employer stated that they would not allow the workmen to report for work unless they gave an undertaking, the contents of which were not disclosed to them. He stated that later on, the Employer allowed all workmen to report for work without undertaking and all workmen reported for work with effect from 17-08-2015. He stated that the Employer has till date not paid wages of the workers from 20-4-2015 to 16-08-2015. He stated that however, eleven workmen, who were issued suspension orders pending enquiry, were not allowed to report for work. He stated that meanwhile, after formation of the Trade union, the Employer suspended the services of all office bearers of the Union namely, Ramdas Mayenkar, Sagar Dhume, Krishnakant Gawas, himself, Susen Jalmi, Suraj Kurtikar, and Suraj Salgaonkar.

4. He stated that all the aforesaid workers were issued charge-sheets on trumped up and fabricated charges. He stated that he himself and others replied to the charge-sheets denying the allegations leveled against them. He stated that the suspension of seven union office bearers including himself was from 21-04-2015. He stated that four more workmen were also suspended from service with effect from 23-04-2015 pending enquiry namely, Ankush Gaonkar, Mangaldas Gaude, Umakant Chari, and Samesh Naik. He stated that all eleven workmen were suspended and were issued charge-sheets based on false and fabricated charges.

5. He stated that as the workers were not happy with Gomantak Mazdoor Sangh Union because of the developments which took place which the workers least expected. He stated that all the workers after holding a General Body Meeting decided to resign from the said Union and became the members of Kamgarancho Ekvott Trade Union of which Shri Subhash Naik George is the President with effect from 20-05-2015 after resigning from Gomantak Mazdoor Sangh. He stated that these developments were informed to the Employer in writing. He stated

that the said Union Kamagarancho Ekvott raised several Industrial Disputes with the Employer such as Charter of Demands on behalf of the workers, illegal and unjustified refusal of work with effect from 24-04-2015, unfair labour practice, non-payment of bonus, illegal termination of services of workmen and illegal imposition of punishments to workers etc. He stated that as the Employer did not accept the demands, the union raised disputes before Dy. Labour Commissioner who is also Conciliation Officer of Government of Goa, where all industrial disputes are pending conciliation and some disputes have been referred to this Hon'ble Tribunal for adjudication.

6. He stated that although all seven union office bearers including himself were issued separate charge-sheets, the Employer decided to hold common enquiry. He stated that Shri Prashant Agarwal, Advocate, was appointed as an Enquiry Officer to conduct the enquiries in respect of charge-sheets issued to seven union office bearers. He stated that Shri Prasanna Chawadikar, Advocate, was appointed as Management Representative. He stated that initially, Puti Gaonkar was the Defense Representative on behalf of charge-sheeted workmen and later on, Shri Subhash Naik George was appointed as Defense Representative by himself and other charge-sheeted workers. He stated that on 02-06-2015 a date was fixed by the Enquiry Officer Mr. Agarwal to hold the enquiry. However, on that day Ld. Enquiry Officer did not attend the enquiry at the hearing fixed at Panaji-Goa. He stated that the Management Representative, Shri Prasanna Chawadikar, who was present for the enquiry, informed that Ld. Enquiry Officer had gone to his native place to bring his wife and he could not get tickets to return to Goa due to vacation rush and that he was still travelling in the train. He stated that the Management Representative informed him and all other charge-sheeted workmen as well as Defense Representative that Ld. Enquiry Officer, Mr. Agarwal had resigned from the post of Enquiry Officer and that he would not come for the enquiry due to his personal reasons. He stated that Management Representative informed that the next date of enquiry would be communicated after the management appointed a new Enquiry Officer.

7. He stated that after 5th June, 2015, no communication either oral or writing was received by him or his Defense Representative about the date of enquiry or appointment of a new Enquiry Officer. He stated that after few months, the Employer dismissed the service of the four union office bearers with effect from 16-06-2015 claiming that they held the enquiry against them and claiming that Ld.

Enquiry Officer held them guilty of the charges namely, Sagar Dhume, Krishnakant Gawas, himself, and Suraj Salgaonkar. Aggrieved by the said blatantly illegal and unjustified terminations, the Workman and three other workmen raised an industrial disputes with the Employer and later on with the Conciliation Officer/Dy. Labour Commissioner which ended in failure.

8. He contended that during the pendency of such disputes as per provisions of Section 33 of the I. D. Act, 1947, the Employer cannot terminate the services of the workmen without prior permission or without approval of action taken by them. He submitted that the Employer, as an afterthought, terminated the services of remaining three office bearers namely, Ramdas Mayenkar, Susen Jalmi and Suraj Kurtikar with effect from 23-12-2015. He submitted that with these termination, Employer have terminated all Seven office bearers who were elected after formation of Trade Union which clearly proves that this is a clear case of victimization for trade union activities. He submitted that since he himself, Susen Jalmi and Suraj Kurtikar were protected workmen as per provisions of I.D. Act, prior permission before termination ought to have been obtained from this Hon'ble Tribunal and/or Dy. Labour Commissioner, failing which the termination is bad-in-law. He submitted that the charge-sheet issued to him and six other office bearers of the union and four other union activists were fabricated and cooked up besides being false. He submitted that the same were issued to him and others to victimize them for their trade union activities as they had formed a union for the first time in the company. He submitted that Shailesh Redkar, whom the Employer claims to have been appointed as Enquiry Officer, was never appointed as Enquiry Officer and no intimation to that effect has been sent to him. He submitted that no intimation of dates of enquiry by the said Enquiry Officer if any, was sent to him. He submitted that the records of enquiry proceedings alleged to have been conducted by Shailesh Redkar have not been supplied to him till date. He submitted that the Employer, before terminating his service has not issued him a show cause notice enclosing copy of the findings of the Enquiry Officer, if any, and records of enquiry proceedings if any, seeking his views before dismissal which is mandatory. He submitted that no enquiry was held in respect of charges levelled against him in the charge-sheet issued to him. He submitted that the copy of the findings of the enquiry if any, were not supplied to him before termination of his services. He submitted that since the date of dismissal, he is unemployed and is dependent on his family and friends on sustenance.



He submitted that his termination is illegal and unjustified as he has been dismissed from service in total violation of principles of natural justice. He submitted that no opportunity of whatsoever was given to him to defend himself in the enquiry. He submitted that the management witnesses were not allowed to cross-examine by him. He submitted that the charges levelled against him have not been proved in a fair and impartial manner and in accordance with the principles of natural justice. He submitted that his dismissal from services is malafide, vindictive, and by way of victimization for trade union activities, besides the same being discriminatory. The Workman therefore prayed that he be reinstated in service with full back wages and continuity of service with costs.

9. The Employer controverted the claim of the Workman by filing its written statement on 02-12-2016 at Exb. 7. The Employer, as an by way of its preliminary objections, submitted that the reference is not maintainable and it ought to be rejected as there is no "Industrial Dispute" as defined under the I.D. Act, 1947, that the Workman has accepted all the legal dues arising out of termination in full and final settlement and hence, the Workman is estopped from raising the present dispute, that there is non application of mind by the Appropriate Government while referring the present dispute and that the present reference is therefore null and void.

10. The Employer stated that it is a Private Limited Company incorporated under the provisions of the Companies Act, 1956, having its registered office at the Capital, 1802, 1901 Bandra Kurla Complex, Bandra (East), Mumbai and the factory located at Verna Industrial Estate, Verna, Salcette-Goa. The Employer stated that it is engaged in the manufacturing of pharmaceuticals at its factory located at Verna Industrial Estate, Verna-Goa.

11. The Employer stated that the Workman was issued a charge-sheet dated 07-05-2015 alleging as under:

"It has been observed that from the month of December, 2014, the workmen have deliberately and willfully reduced production as a result of which the Management suffered heavy losses. The fall in production which commenced from the month of December, 2014 gradually reached to a stage where during the preceding week the production was reduced to around 25% of the normal.

The management has consistently requested the workmen to stop the unfair practice of lowering the production and to restore normalcy. However, the workmen continue with the unfair labor practice of lowering the productive process.

Subsequent there to by Notice dated 7th February, 2015, letter dated 14th April, 2015 and various communications, Management invited the attention of the workmen to the fall in production and requested the workmen to restore normalcy. However, instead of restoring normalcy, to the utter shock and surprise of the Management, the workmen in a concerted manner stopped production from the commencement of Second shift of 20th April, 2015 and started squatting within the factory premises. As a consequence thereto the entire productive process came to a grinding halt. The Management has suffered huge losses till date and continues to do so. The Employer/Party II is engaged in the manufacturing of drugs which include life-saving drugs like Wysolone, Folvite, Pacitane, Overal-L etc.

All these products are listed in the National List of Essential Medicines (NLEM), issued by Ministry of Health, Government of India. Wysolone is a life-saving steroidal drug with anti-inflammatory properties and controls the painful symptoms of a temporary autoimmune condition called Polymyalgia Rheumatic (PMR), Folvite, essentially taken by women during the first trimester of pregnancy for development of the foetus and also used for all kinds of anaemic conditions, Pacitane, drug used by Patients suffering from early symptoms of Parkinson's Disease and Overal-L. You are fully aware that the discontinuation due to non-availability of these drugs can have an adverse effect on the patients and the society at large.

We have received various communications from our dealers, hospitals and doctors informing us of the serious consequences arising as a result of drugs not being available in the market and the suffering of the patients, especially those who had already been prescribed such drugs and consuming the same. The consequence of sudden discontinuation of supply to the patients has as expected adverse consequences on the health of the patients.

You are an office bearer of Gomantak Mazdoor Sangh. The Management had been consistently communicating with the workmen who have been participating in the go slow/stoppage of work to desist from the unfair labour practice of reducing willfully and deliberately the production. The fall in production was a consequence of the instigation and incitement of the workmen to commence and continue with the reduction of production. It has also been observed that the Party I have been actively inducing the workmen to continue with the go slow.

The participation in the willful go slow and the instigation and incitement of the workmen to initiate

the go slow and stoppage of work continued and as such amounts to a serious misconduct under the Model Standing Orders.

The Management had therefore decided to conduct an enquiry into the misconduct alleged against the Party-I. The Party-I was suspended pending enquiry by suspension order dated 21-04-2015.

The above acts of the Party-I constituted the following Acts of Misconducts under the Model Standing Orders:

- a. Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
- b. Willful damage to or loss of employer's good or property.
- c. Habitual absence without leave or absence without leave for more than 10 days.
- d. Habitual breach of any law applicable to the establishment.
- e. Riotous or disorderly behavior during working hours at the establishment or any act subversive of discipline.
- f. Neglect of work.
- g. Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law".

12. The Employer stated that the workmen was suspended pending enquiry. The Employer stated that management conducted an enquiry into the above said charges. The Employer stated that the enquiry was conducted by Mr. Shailesh Redkar the Enquiry Officer who conducted the enquiry in an impartial manner and every opportunity was given to the Workman to defend the charges levelled against him but the Workman failed to participate in the inquiry. The Employer stated that the enquiry was therefore, held ex-parte. The Employer stated that Ld. Inquiry Officer submitted his findings dated 13-6-2015 and after appreciating the evidence on records held the workman guilty of the charges levelled against him. The Employer stated that they considered the proceedings of the inquiry, the findings of the Inquiry Officer dated 13-6-2015 and concurred with the same. The Employer stated that they considered the past records and did not find any extenuating circumstances for mitigation of punishment of dismissal from its service. The Employer stated that considering the gravity of proved misconducts, the Workman was dismissed from its service vide letter dated 16-6-2015.

13. The Employer stated that a cheque bearing No. 101980 drawn on Deutsche Bank, Mumbai for an amount of Rs. 1,57,510/- (Rupees One lakh fifty seven thousand five hundred and ten only) was sent to the Workman at his home address by Registered A/D in full and final settlement of all his dues. The Employer stated that the statement to that effect was sent through Registered Post at his correspondence address on 10-7-2015 and the same has been received by him. The Employer stated that the Workman was paid full and final settlement of all his dues which included basic pay, P.L. encashment, House rent allowance, Conveyance allowance, Medical allowance, LTA alongwith gratuity. The Employer stated that the said amount has been received by the Workman and has been credited to his account on 29-9-2015. The Employer stated that the Workman has also collected all his Provident Fund dues and for the purpose of Employees Provident Fund and Miscellaneous Provisions Act, 1952 is an excluded employee. The Employer stated that since the Workman is prosecuting this matter after having received the benefits/full and final settlement of all legal dues arising out of termination, it would be equitable to direct the Workman to return the benefits so received from Employer with 8.5% interest on the said money for prosecuting the reference on merits on the principle of "who seeks equity must do equity. The Employer therefore prayed that the Workman be directed to deposit the entire amount in the Court and in the event the Workman fails to deposit the amount within the period acquitted by this Hon'ble Court, the defense of the Workman may be struck off and the reference may be rejected or the Workman may be stopped for mediating the present reference.

14. The Employer stated that by notice dated 20-4-2015, the management informed the employee that their act of stoppage of work from the second shift amounts to willful stoppage and gross indiscipline. The Employer stated that the management advised the employees to report for work as per the shift schedule. The Employer stated that however, the employees continued with the stoppage and continued squatting within the factory premises. The Employer stated that, by notice dated 21-4-2015, invited the attention of the workmen in the third shift of 20th April, and first shift of 21st April, 2015, to the willful stoppage of work and again advised them to report for work. The Employer stated that however, they failed to report for duty and continued to squat within the factory premises. The Employer stated that the management also decided to issue charge-sheets to some of the employees for the misconducts committed by them. The Employer

stated that in view of the seriousness of the misconducts alleged against them and in the interest of conducting a proper inquiry, and to avoid any interference with such inquiry, the management decided to suspend them pending inquiry and formal charge-sheets. The Employer stated that the said workmen were suspended pending inquiry vide letter of suspension dated 21-4-2015. The Employer stated that in the letter of suspension, the management informed the workmen that the management has decided to institute an inquiry into the acts of misconduct alleged against them. The Employer stated that as the employees continued with the work stoppage and failed to report for work and on the contrary were sitting within the factory premises, the management, by letter dated 23-4-2015, invited the attention of General Secretary of the union Mr. Puti Gaonkar to the stoppage of work by the employees from 20-4-2015 and to the notices displayed on its notice board requesting the striking employees to report for work. The Employer stated that in the said letter, management informed the union that the management is required to take written undertaking from all the workmen that they will perform their duties of manufacturing and restored normalcy in the factory premises. The Employer stated that the said letter was also displayed on its notice board. The Employer stated that alongwith the copy of the said undertaking, the workmen was also required to sign a notice displayed on its notice board and copies of the same were placed at the security gate. The Employer stated that on and from commencement of general shifts of 24-4-2015, the employees who had reported at the security gate were advised to sign the undertaking. The Employer stated that however, they refused to do so and squatted outside the factory premises in front of the security cabin from where all the employees entered inside the factory premises thereby, causing inconvenience to the employees who reported for duty. The Employer stated that the action of the employees of stoppage of work from 28-4-2015 is a concerted manner and continuing such stoppage amounts to a strike which is illegal and unjustified.

15. The Employer started that by notice dated 27-4-2015 displayed on 27-4-2015, the management invited the attention of the workmen that stoppage of work by way of illegal strike from 28-4-2015 and to the undertakings which they declined to submit to the management by giving an assurance of restoration of normalcy. The Employer stated that by the said notice, they were informed not to sit at the security gate and squat outside the security gate as it caused inconvenience as well as atmosphere of

fear and threat in the mind of managerial and other employees as well as the customers, welders who are entering the factory premises. The Employer stated that the employees were therefore, advised not to squat near the factory gate and to stay away from the said place. The Employer stated that as the workmen continued to commit illegalities, the management filed a suit for permanent as well as temporary injunction on 27-4-2015. The Employer stated that in the meanwhile, the management, vide its letter to the individual Workman dated 02-06-2015 called upon the workmen to withdraw the agitation and report for work by giving declaration/undertaking as mentioned therein. The Employer stated that the workmen however, did not responded. The Employer stated that they again, by its letter dated 23-6-2015, sent to individual Workman requested to join the duties. The Employer stated that the workmen did not respond. The Employer stated that the management once again vide its appeal dated 31-07-2015 sent to individual Workman requested the workmen to report for work in their shift as per their regular shift. The Employer stated that on 16-07-2015, four employees who were the members of "Kamgarancha Ekvott" resumed duties. The Employer stated that thereafter, one more appeal was sent to the workmen on 11-08-2015 wherein, reference was given of the appeal of 23-06-2016, 3-07-2015, and 31-07-2015 to report for work in the shift and the shift schedule was annexed thereto. The Employer stated that finally on 17-08-2015 the remaining workers resumed duties.

16. The Employer submitted that the Ld. Enquiry Officer followed the principles of natural justice and granted every conceivable opportunities to the workmen to be present but however, failed to participate in the enquiry and therefore Ld. Enquiry Officer had no option but to conduct the inquiry ex-parte. The Employer submitted that Ld. Enquiry Officer on the basis of the evidence on record submitted reasoned findings holding the Workman guilty of the charges levelled against him. The Employer submitted that the management considered the findings of the Enquiry Officer, concurred with the same and considering the gravity of misconduct decided to dismiss him from the service and hence the present application for permission for dismissal of the Workman. The Employer denies the case of the Workman as pleaded by him and prayed for rejection of the present reference.

17. Thereafter, the Workman filed his Re-joinder on 13-12-2016 at Exb.8. The Workman, by way of its Re-joinder, confirms and reiterates all his submissions, averments and statements made in his

Claim Statement to be true and correct and denies all the statements, averments and submissions made by the Employer in its Written Statement, which are contrary to its Statement and averments made in his Claim Statement.

18. Based on the pleadings filed by the respective parties, this court framed the following issues on 5-4-2017 at Exb. 12.

1. Whether a free, fair and proper enquiry was conducted against the Workman/Party I in respect of charge-sheet dated 07-05-2015 in accordance with the principles of natural justice?
2. Whether the charges of misconduct leveled against the Workman vide charge-sheet dated 07-05-2015 have been proved to the satisfaction of this court by acceptable evidence?
3. Whether the Workman/Party I proved that his dismissal from service is in violation of Section 33 of the I.D. Act, 1947?
4. Whether the Workman/Party-I proves that the action of the Employer/Party II in dismissing him from service w.e.f. 16-06-2015, is illegal and unjustified?
5. Whether the Employer/Party II proves that the reference is not maintainable and bad-in-law and in view of the reasons stated in para 1(a) to 1(d) of its written statement?
6. Whether the Workman/Party-I is entitled to any relief?
7. What order? What award?

19. Thereafter, both the parties led their evidence on the preliminary issues No.1 and 2. Subsequently, the Employer filed an application for amendment of its written statement which was allowed by order dated 17-3-2020 after hearing both parties. The Workman also filed its synopsis in his written arguments. On 12-3-2022, Ld. Rep. Shri Subhash Naik appearing for the Workman as well as Ld. Adv. Ms. N. Gaonkar representing the Employer submitted that the matter is likely to be settled amicably between the parties. Accordingly, on 20-01-2023, Ld. Rep. Shri Subhash Naik alongwith the Workman as well as Ld. Adv. Mrs. M. Rao h/f Adv. G. K. Sardessai representing the Employer alongwith its Director remained present and filed an application for Award in terms of settlement along with Memorandum of settlement u/s 2(P) r/w Sec-18 of the I.D. Act, 1947 between the Employer and the Workman which is on record at Exb. 47-colly and submitted that the matter be disposed of in terms of the settlement arrived at between the parties hereinabove. The terms of settlement as agreed between the parties hereinabove are reproduced hereunder:

- a. The Management agrees to pay the Workman Mr. Navin Gaude, a sum of Rs. 21,00,000/- (Rupees twenty one lakhs only), vide cheque bearing No. 500007 dated 12-01-2023 drawn on JPMorgan Chase Bank, N. A., Mumbai 400098 Branch, in full and final settlement of all his claims.
- b. It is agreed between the parties that the Management shall not deduct TDS from the Settlement amount and Mr. Navin Gaude undertakes to pay the Tax on the said amount.
- c. Accordingly, Mr. Navin Gaude agrees not to pursue the references No. LC-II/IT/34/2016 before the Labour Court II or any dispute raised individually or through any union before any Tribunal, Court, Authority or Forum and treat the same as settled.
- d. It is agreed between the parties that this settlement shall be filed before the Labour Court II under reference No. LC-II/IT/34/2016 for an Award in terms of the present settlement.

I have gone through the terms of settlement signed by the parties hereinabove and is of the opinion that the said terms of settlement are beneficial to both the parties. The said terms of settlement also useful for the harmonious relation between the parties. Hence, I approved the same.

In view of above and with regards to the facts and circumstances of the present case, I proceed to pass the following order.

#### ORDER

1. It is hereby held that the reference as to whether the action of the management of M/s. Pfizer Ltd., Verna Industrial Estate, Verna, Salcette, Goa, in dismissing Shri Navin Gaude, Management Associate, w.e.f. 16-06-2015 is legal and justified, does not survive.
2. Inform the Government accordingly.

Sd/-

(Suresh N. Narulkar)  
Presiding Officer,  
Labour Court-II.



Department of Law & Judiciary  
Law (Establishment) Division

#### Order

No. 2/25/2014-LD(Estt)/494

Whereas, vide Order No. 15/02/2022-VIG/460 dated 04-04-2022 of the Director of Vigilance,

Altinho, Panaji, Shri Tushan Kunkolienkar, Civil Registrar-cum-Sub Registrar, Bardez was placed under suspension w.e.f. 04-04-2022 and ordered to remain in the office of State Registrar-cum-Head of Notary Services, Panaji, with entitlement of payment of subsistence allowance, as per the Fundamental Rule 53(1) (ii) (a), which shall be drawn against the post of office of Civil Registrar-cum-Sub Registrar, Bardez from 04-04-2022 to 30-09-2022.

Whereas, Shri Tushan Kunkolienkar has not drawn the subsistence allowance for the period from 01-10-2022 to 05-10-2022 from the Office of Civil Registrar-cum-Sub Registrar, Bardez.

Whereas, Order No. 15/02/2022-VIG/Part-I/5 dated 06-10-2022, the suspension of Shri Tushan Kunkolienkar has been revoked by the Director of Vigilance, Altinho, Panaji w.e.f. 06-10-2022.

Whereas, vide joining letter dated 07-10-2022, Shri Tushan Kunkolienkar has joined his duties w.e.f. 07-10-2022 (b.n.) in the office of State Registrar-cum-Head of Notary Services, Panaji.

Whereas, the post of Civil Registrar-cum-Sub Registrar, Bardez has remained vacant from the suspension period till the revocation period of Shri Tushan Kunkolienkar.

And whereas, Shri Tushan Kunkolienkar was transferred vide Order No. 2/25/204-LD(Estt)/1691 dated 21-10-2022 and posted as Joint Civil Registrar-cum-Sub Registrar, District Registrar, South and he joined his duties on 25-10-2022 (b.n.).

Now therefore, in view of the facts in the forgoing paras herein; the Government approval for the following is hereby conveyed:

- a) Shri Tushan Kunkolienkar to draw his subsistence allowance for the period from 01-10-2022 to 05-10-2022 against the post of Civil Registrar-cum-Sub Registrar, Bardez.
- b) Considering the revocation of suspension vide Order No. 15/02/2022-VIG/Part-I/5 dated 06-10-2022, Shri Tushan Kunkolienkar to draw his salary w.e.f. 06-10-2022 to 24-10-2022 against vacant post of Civil Registrar-cum-Sub Registrar, Bardez.
- c) Vide Order No. 2/25/204-LD(Estt)/1691 dated 21-10-2022, Shri Tushan Kunkolienkar to draw his salary against the post of Joint Civil Registrar-cum-Sub Registrar, District Registrar, South w.e.f. 25-10-2022.

By order and in the name of the Governor of Goa.

*Amir Y. Parab*, Under Secretary (Law-Estt.).

Porvorim, 16th March, 2023.

**Department of Panchayati Raj and  
Community Development  
Directorate of Panchayats**

**Notification**

No. 17/22/DP-ACCTS/IIISFC/2022-23/2482

Read: 1) Notification No. 17/22/DP-ACCTS/IIISFC/2021-22/8908 dated 31-12-2021.

2) Notification No. 17/22/DP-ACCTS/IIISFC/2022-23/271 dated 09-01-2023.

The Government of Goa is pleased to notify the award period of 3rd State Finance Commission as Financial Year 2024-25 to 2028-2029. The 3rd State Finance Commission has been constituted vide notification read in the preamble at Sr. No. (1) above and further the term of its functioning is extended vide notification at Sr. No. (2) above.

By order and in the name of the Governor of Goa.

*Siddhi Halarnakar*, Director & ex officio Joint Secretary (Panchayats).

Panaji, 15th March, 2023.

**Department of Personnel**

**Notification**

No. 3/2/2012/PER/733

Read: Notification No. 3/2/2021-PER/302 dated 02-02-2023.

In exercise of the powers conferred by Section 3 read with Section 4 of the Goa Human Resource Development Act, 2012 (Goa Act 12 of 2012), and in supersession of the Government Notification No. 3/2/2012/PER/1544 dated 09-07-2020, published in Official Gazette, Series II No. 17 dated 23-07-2020 and Notification No. 3/2/2021-PER/302 dated 02-02-2023 published in Official Gazette, Series II No. 45 dated 09-02-2023, the Government of Goa hereby re-establishes the Goa Human Resource Development Corporation consisting of the following Directors, namely:-

- |  |                      |
|--|----------------------|
| 1. Shri Rudolfo Fernandes,<br>MLA, St. Cruz Constituency | — Chairman.          |
| 2. Shri Deepak Dnyaneshwar<br>Naik, Vasco                | — Vice-<br>Chairman. |
| 3. Chief Secretary                                       | — Director.          |
| 4. Additional Secretary<br>(Finance)                     | — Director.          |
| 5. Joint Secretary (Personnel)                           | — Director.          |
| 6. Director of Health Services                           | — Director.          |

7. Commissioner, Labour and Employment — Director.
8. Shri Arun Naik, Bicholim — Director.
9. Shri Mariano Araujo, Cabesa, St. Cruz — Director.
10. Managing Director, GHRDC — Managing Director.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Personnel-II).  
Porvorim, 15th March, 2023.

### Department of Planning

Directorate of Planning, Statistics & Evaluation

#### Order

No. DPSE/1/ADMN/Filling-Prom.SO/2022-23/3767

On recommendation of the Goa Public Service Commission, as communicated vide their letter No. COM/II/11/38(2)/2020/504 dated 02-03-2023, Government is pleased to promote Shri Sajjan A. Fatarpekar, Research Assistant (Group 'B' Gazetted) of Common Statistical Cadre to the post of Statistical Officer (Group 'B' Gazetted) in the Pay Scale of Level 7 (44,900-1,42,400) as per VIIth Pay Commission on regular basis with immediate effect and is posted at Directorate of Planning, Statistics & Evaluation, Porvorim in Publication Division.

Shri Sajjan A. Fatarpekar, shall hold additional charge of the post of Dy. Director, Health

Intelligence Bureau, at Directorate of Health Services, Campal, Panaji, with immediate effect until further orders.

Shri Sajjan A. Fatarpekar, shall be entitled to draw additional charge allowance as per O.M. No. 2/38/75-PER (Vol. III) dated 09-06-2008 issued by Personnel Department.

The period of service for holding additional charge will not be considered for future promotions.

1. The Officer will be on probation for a period of 02 years from the date of joining. During probation period, the Officer shall be required to undergo such training or pass such examination as prescribed by the Controlling Authority for satisfactory completion of probation. The probation period shall be liable to be extended till the time the aforesaid condition is not fulfilled by the Officer.

2. The Officer shall exercise option to fix his pay in terms of F. R. 22(I)(a)(1) within one month from the date of promotion, if desire/applicable.

3. This issues with the Government approval vide U.O. 2446/F dated 14-03-2023.

4. The Officer is required to submit joining report to this Department for office record.

By order and in the name of the Governor of Goa.

*Vijay B. Saxena*, Director & ex officio Joint Secretary (Planning).

Porvorim, 17th March, 2023.

### Department of Public Health

#### Order

No. 47/1/2011-I/PHD/Part/417

Government is pleased to transfer the below mentioned Doctors under Directorate of Health Services, with immediate effect:-

Sr. No.	Name of the Doctor	Present place of posting	Transferred at
1.	Dr. Dinesh Parab, Health Officer	Primary Health Centre, Candolim	Community Health Centre, Pernem.
2.	Dr. Vidhya Naik, Health Officer	Community Health Centre, Pernem	Primary Health Centre, Candolim.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 15th March, 2023.

**Order**

No. 44/16/2016-I/PHD/422

Government is pleased to transfer the following Medical Officer under Directorate of Health Services, with immediate effect:-

Sr. No.	Name of the Medical Officer	Present place of posting	Transferred at
1.	Dr. Shikandar Talwar, Medical Officer	North Goa District Hospital, Mapusa (deployed at Primary Health Centre, Porvorim)	Primary Health Centre, Porvorim In place of Dr. Vikas Naik, M.O.

By order and in the name of the Governor of Goa.

*Gautami S. Parmekar*, Under Secretary (Health-II).

Porvorim, 15th March, 2023.

**Corrigendum**

No. 25/15/2019-I/PHD/386

Read: Order No. 25/15/2019-I/PHD/106 dated 24-01-2023.

In the Government Order dated 24-01-2023 referred above, the details shown against Sr. No. 23 of annexure in respect of Dr. Raksha Ratankumar Borkar, Medical Officer shall be substituted and read as under:-

Name & designation	Date of joining	Present Grade Pay	Grade Pay to be made applicable under DACP	Date of effect
1	2	3	4	
Dr. Raksha Borkar, Medical Officer	06-07-2012	G.P.- Rs. 6,600/- in PB-3	G.P.- Rs. 7,600/- in PB-3	06-07-2021.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 10th March, 2023.

**Department of Tribal Welfare**  
Directorate of Tribal Welfare

**Order**

No. 1-285-2022-23/ADMN/DTW/6108

Read: Order No. 1-285-2021-22/ADMN/DTW/203 dated 09-04-2022.

In exercise of the powers under provision of Clause 116(3) of the Article of Association of the Goa State Scheduled Tribes Finance and Development Corporation Ltd., and in continuation to Order No. 1-285-2021-22/ADMN/DTW/203 dated 09-04-2022, Government of Goa is pleased to re-constitute the Board of Director of the GSSTFDCL and to appoint the following persons as Directors on the said Corporation with immediate effect until further order:-

Sr. No.	Name of the Official/Member	Designation
1	2	3
1.	Shri Vishant Gaonkar, r/o Canacona-Goa	Director.
2.	Shri Pradip Gaude, r/o Pale, Bicholim-Goa	Director.
3.	Shri Anand Sawaikar, r/o Savoi Verem, Ponda-Goa	Director.
4.	Shri Camilo Barretto, r/o Borda, Margao-Goa	Director.
5.	Smt. Rajani Dayanand Gaonkar, r/o Saljini, Sanguem-Goa	Director.
6.	Shri Shashikant Sonu Gaonkar, r/o Kirlapal, Sanvordem-Goa	Director.
7.	Shri Narayan Kamat, r/o Shiroda, Ponda-Goa	Director.



1	2	3
8.	Shri Chandan Vargaonkar, r/o Cumbharjua, Tiswadi-Goa	Director.
9.	Shri Khushali Kust Velip, r/o Morpirla, Quepem-Goa	Director.

The non-official Directors shall be entitled for sitting allowance as per the Government Notification/Orders issued from time to time.

By order and in the name of the Governor of Goa.

*Dasharath M. Redkar*, Director (Tribal Welfare) & ex officio Joint Secretary (TW).

Panaji, 20th March, 2023.

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Department of Water Resources  
Office of the Chief Engineer

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**Order**

No. 3/25-15/90/CE-WR/1022

On the recommendation of the Goa Public Service Commission as conveyed vide confidential letter No. COM/II/11/27(1)/2022/506 dated 03-03-2023, Government is pleased to order the promotion of the following Assistant Engineers/Assistant Surveyor of Works (Civil) of the Water Resources Department, Government of Goa to the post of Executive Engineers/Surveyor of Works/Engineering Officer (Civil), Group-A Gazetted in Water Resources Department on regular basis in the Pay Scale of Rs. 15,600-39,100 + Grade Pay Rs. 6,600/- (Matrix Pay Level No. 11 of 7th Pay Commission) with immediate effect and posted them against the place indicated as below:-

Sr. No.	Name of the Officer	Present designation and place of posting	Designation and new place of posting	Remarks
1	2	3	4	5
1.	Shri Milind Gaude	Assistant Engineer, SD-I, WD-I, WRD, Porvorim	Executive Engineer, Works Division VIII, WRD, Karaswada-Goa	Regular Promotion.
2.	Shri Sumant S. Nadkarni	Assistant Engineer, SD-I, WD-VII, WRD, Dhargal	Surveyor of Works, O/o the Superintending Engineer, Circle-I, WRD, Porvorim-Goa	Regular Promotion.
3.	Smt. Smita S. Dessai	Assistant Surveyor of Works, O/o the Superintending Engineer, Circle IV, WRD, Margao	Executive Engineer, Works Division XIV, WRD, Rawanfond, Margao-Goa	Regular Promotion.
4.	Shri Menezes Jason Damian	Assistant Engineer, SD-II, WD-X, WRD, Sanguem	Executive Engineer, Works Division X, WRD, Sanguem-Goa	Regular Promotion.
5.	Shri Gipson Miranda (ST)	Assistant Engineer, SD-V, WD-III, WRD, Margao	Executive Engineer, Works Division II, WRD, Rawanfond-Goa (he shall also hold additional charge of Executive Engineer, WD-III, WRD, Ponda-Goa)	Regular Promotion.
6.	Shri Yatin G. Shirodkar (ST)	Assistant Surveyor of Works, O/o the Superintending Engineer, Circle (II), WRD, Karaswada	Surveyor of Works, O/o the Addl. Chief Engineer (IP), WRD, Porvorim-Goa	Regular Promotion.

The above Officers shall be on probation for the period of two years from date of joining as specified in Column No. 9 of the Recruitment Rules notified in the Official Gazette, Extraordinary, Series I No. 28 dated 11-10-2001.

This is issued vide Government approval No. 2394/F dated 14-03-2023.

By order and in the name of the Governor of Goa.

Sd/-, Chief Engineer (WR) & ex officio Addl. Secretary.

Porvorim, 14th March, 2023.

### Order

No. 3/25-15/90/CE-WR/Adm.I/1023

On the recommendation of the Goa Public Service Commission as conveyed vide confidential letter No. COM/II/11/27(1)/2022/505 dated 03-03-2023, Government is pleased to order the promotion of Superintending Engineer (Civil), Water Resources Department, Government of Goa to the post of Addl. Chief Engineer (IP) & (MB), Group-A Gazetted in Water Resources Department on regular basis in the Pay Scale of Rs. 37,400/- —67,000/-+ Grade Pay Rs. 8,700/- (Matrix Level No. 13 with immediate effect and posted against existing vacancy indicated below:

Sr. No.	Name of the Officers	Present designation and place of posting	Designation and place of posting on promotion
1	2	3	4
1.	Shri Dnyaneshwar Y. Salelkar (ST)	Superintending Engineer, O/o Superintending Engineer, CO II, WRD, Karaswada	Additional Chief Engineer (I.P.), Irrigation Project, WRD, Porvorim (shall hold charge of Superintending Engineer, CO II, WRD, Karaswada).
2.	Shri Ankush G. Gaunker (ST)	Superintending Engineer, O/o Superintending Engineer, CO IV, WRD, Gogal, Margao-Goa	Additional Chief Engineer (M.B.), Mhadei Basin, WRD, Porvorim (shall hold charge of Superintending Engineer, CO-IV, WRD, Gogal, Margao-Goa).

This is issued vide Government approval No. 2393/F dated 14-03-2023.

By order and in the name of the Governor of Goa.

P. B. Badami, Chief Engineer (WR) & ex officio Addl. Secretary.

Porvorim, 14th March, 2023.

### Order

No. 74-1-81/CE-WR/Adm.II/1024

Government is pleased to transfer Shri Nazareth Vaz, Surveyor of Works, O/o Superintending Engineer, Circle I, WRD, Porvorim as Executive Engineer in the O/o Executive Engineer, Works Division I, WRD, Porvorim against the existing vacancy, with immediate effect until further orders.

The concerned Head of Office shall relieve the above transferee and endorse the copy of the same to this office.

This is issued with the approval of Government.

By order and in the name of the Governor of Goa.

P. B. Badami, Chief Engineer (W.R.) & ex officio Addl. Secretary.

Porvorim, 14th March, 2023.

Government Printing Press

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